

**Jule Bryson**  
*Cumberland County Clerk*

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2 North Main Street, Suite 206 • Crossville, TN 38555 • (931) 484-6442 • Fax (931) 484-6440

January 7, 2022

**TO:** Cumberland County Commission, County Mayor, and News Media  
**FROM:** Jule Bryson, Cumberland County Clerk  
**SUBJECT:** Tuesday, January 18, 2022  
Monthly Cumberland County Commission Meeting

Take notice, pursuant to TCA 8-44-103, the Cumberland County Commission, the governing body of said county, will convene and meet in regular session on Tuesday, January 7, 2022 at 6:00 o'clock P.M. in the large meeting room on the third floor of the Cumberland County Courthouse, where and at which time and place the said Cumberland County Commissioners will transact such public business as may lawfully come before it.

Attached is a copy of the agenda as of this date. I am looking forward to seeing you there.

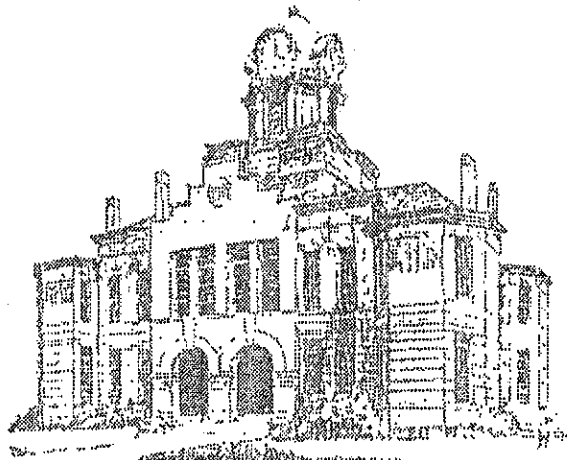
Sincerely,



Jule Bryson  
Cumberland County Clerk

JB/ct

Enclosures



# **CUMBERLAND COUNTY COMMISSION MONTHLY MEETING AGENDA**

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**Tuesday, January 18, 2022**

**6:00 O'CLOCK P.M.**

1. Call to order: Chairperson or Cumberland County Sheriff
2. Invocation
3. Pledge to the Flag of the United States of America
4. Roll Call: Cumberland County Clerk Jule Bryson
5. Approval of January 18, 2022 Cumberland County Commission Meeting Agenda
6. Minutes of December 20, 2021 Monthly Cumberland County Commission Meeting
7. Special recognitions, memorials, etc.
8. Comments by the General Public
9. Unfinished Business
10. New Business:

## **CUMBERLAND COUNTY CLERK AND MASTER EMPLOYEE PERSONNEL POLICY**

**RESOLUTION 01-2022-1 – FOR AMERICAN RESCUE PLAN ACT BROADBAND  
FUNDING & GUIDANCE (GIBSON)**

**RESOLUTION 01-2022-2 – FOR AMERICAN RESCUE PLAN ACT WATER & SEWER  
FUNDING & GUIDANCE (KYLE DAVIS)**

**RESOLUTION 01-2022-3 – TO REDUCE A RIGHT-A-WAY ON A COUNTY ROAD THAT IS  
CURRENTLY ON THE ROAD LIST (GIBSON)**

**RESOLUTION 01-2022-4 – TO ACCEPT THE 2022 VERSION OF THE CUMBERLAND  
COUNTY ROAD LIST (GIBSON)**

11. County Official Reports
12. County Attorney Report
13. Standing Committee Reports
14. Statutory Committee Reports
15. Election of Notaries, Appointments, and Confirmations
16. Announcements and Statements
17. Adjournment

# CUMBERLAND COUNTY BOARD OF COMMISSIONERS MEETING

## December 20, 2021 Monthly Meeting Minutes

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Be it remembered that the Cumberland County Commission met in monthly session on Monday, December 20, 2021 at the courthouse in Crossville, Tennessee. Sheriff Casey Cox called the meeting to order at 6:00 o'clock P.M. Present and presiding was Mayor Allen Foster who invited Bev Talbott of Salt and Life Ministries to deliver the invocation. The Young Marines led the Pledge of Allegiance to the Flag of the United States of America. Also present at this meeting were County Clerk Jule Bryson, Finance Director Nathan Brock, County Attorney Philip Burnett, Cumberland County Director of Schools Dr. Ina Maxwell, Cumberland County Board of Education Chief Financial Officer Kacee Harris and the following County Commissioners:

Chad Norris  
Kyle Davis  
Rebecca Stone  
David Gibson  
Jack Davis (ABSENT)  
Wendell Wilson  
Mark Baldwin  
Jim Blalock  
Colleen Mall

Sue Ann York  
Nancy Hyder  
Darrell Threet  
Charles Seiber  
Terry Lowe  
Joseph Sherrill  
Jerry Cooper  
Deborah Holbrook  
John Patterson

A quorum being present, the Cumberland County Commission Meeting was opened in due form of law and the following proceedings were had to wit:

### **1. APPROVAL OF THE AMENDED DECEMBER 20, 2021 COMMISSION MEETING AGENDA:**

On motion of Commissioner Hyder to accept the amended agenda adding resolution 12-2021-17 to the agenda, second by Commissioner Seiber moved the amended agenda of the December 20, 2021 Commission meeting be approved. The motion to approve the amended agenda carried by unanimous roll call vote from the Commissioners present.

### **2. MINUTES OF NOVEMBER 15, 2021 REGULAR SESSION CUMBERLAND COUNTY COMMISSION MEETING:**

On motion of Commissioner Sherrill, second by Commissioner Mall, moved to approve November 15, 2021 Commission Meeting Minutes as presented at the December 20, 2021 meeting, make a matter of record and file as presented. The motion to approve the minutes carried by voice vote from the Commissioners present.

### **NEW BUSINESS: SOUTH CUMBERLAND UTILITY DISTRICT COMMISSIONER APPOINTMENT OF JOSEPH SALVATO; DOCUMENT INCLUDED IN THIS AGENDA FOR INFORMATION PURPOSES ONLY.**

# CUMBERLAND COUNTY BOARD OF COMMISSIONERS MEETING

## December 20, 2021 Monthly Meeting Minutes

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**3. RESOLUTION 12-2021-1 – TO RENEW AN ADVENTURE TOURISM DISTRICT IN CUMBERLAND COUNTY AND CROSSVILLE, TENNESSEE, AND TO DEVELOP AN ADVENTURE TOURISM DISTRICT PLAN FOR SUBMISSION TO THE TENNESSEE DEPARTMENT OF ECONOMIC AND COMMUNITY DEVELOPMENT AND TO THE TENNESSEE DEPARTMENT OF REVENUE FOR JOINT APPROVAL AS AN ADVENTURE TOURISM DISTRICT PURSUANT TO THE TENNESSEE ADVENTURE TOURISM AND RURAL DEVELOPMENT ACT OF 2011:**

On motion of Commissioner Gibson, second by Commissioner Mall moved to adopt resolution 12-2021-1.

The motion to adopt resolution 12-2021-1, approving the submission of the adventure tourism district plan to the Tennessee Department of Revenue and the Tennessee Department of Economic and Community Development for approval of tax credits and to the Tennessee Department of Tourism Development for promotional support, carried by a voice vote from the Commissioners present.

**4. RESOLUTION 12-2021-2 – AUTHORIZING CUMERLAND COUNTY JOINING THE STATE OF TENNESSEE AND OTHER LOCAL GOVERNMENTS AS PARTICIPANTS IN THE TENNESSEE STATE-SUBDIVISION OPIOID ABATEMENT AGREEMENT AND APPROVING THE RELATED SETTLEMENT AGREEMENTS:**

On motion of Commissioner Seiber, second by Commissioner Kyle Davis moved to adopt resolution 12-2021-2.

Discussion: Attorney Philip Burnett stated we have a valid lawsuit under the Tennessee Drug Dealer Liability Act that is not being applied to the large pharmaceutical companies that are starting to settle these suits. The county really doesn't have a choice but to get on the list with the Attorney General's office. The Attorney General will tell us what we might get as a county. The funds will be restricted by the state legislation.

The motion to adopt resolution 12-2021-2, approve joining the State of Tennessee in opioid abatement agreement and approving the related settlement agreement, carried by a unanimous roll call vote from the Commissioners present.

**5. RESOLUTION 12-2021-3 – TO APPROVE THE QUITCLAIM OF EXCESS COUNTY OWNED RIGHT-OF-WAY LOCATED ON DARTMOOR DRIVE TO ADJACENT PROPERTY OWNER VIA QUITCLAIM DEED:**

On motion of Commissioner Gibson, second by Commissioner Kyle Davis moved to adopt resolution 12-2021-3.

The motion to adopt resolution 12-2021-3, approving the quitclaim of the excess right-of-way on Dartmoor Drive to Cumberland County Bank, carried by a unanimous roll call vote from the Commissioners present.

**6. RESOLUTION 12-2021-4 – TO ACCEPT OFFERS FROM THE TENNESSEE DEPARTMENT OF TRANSPORTATION RELATING TO THE WOODY CONVENIENCE CENTER PROPERTY FOR THE EXPANSION OF HIGHWAY 127 NORTH:**

On motion of Commissioner Norris, second by Commissioner Gibson moved to adopt resolution 12-2021-4.

The motion to adopt resolution 12-2021-4, accepting an offer payment of \$26,4000 from the Tennessee Department of Transportation to relocate certain personal property that can be used at the new Woody Convenience Center, carried by a unanimous roll call vote from the Commissioners present.

# CUMBERLAND COUNTY BOARD OF COMMISSIONERS MEETING

## December 20, 2021 Monthly Meeting Minutes

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### **7. RESOLUTION 12-2021-5 – TO PURCHASE NEW PROPERTY TO RELOCATE WOODY CONVENIENCE CENTER:**

On motion of Commissioner Patterson, second by Commissioner Hyder moved to adopt resolution 12-2021-5.

Discussion: Commissioner Cooper asked Sanitation Director Conrad Welch if he had been to neighboring residence of the site for approval.

The motion to adopt resolution 12-2021-5, authorizing Mayor Allen Foster to negotiate the purchase of the property located at 6598 Highway 127N approximately 3.6 acres being Map 50, Parcel 084.00, for the Woody convenience center from Earnest England in the amount of \$52,300.00, carried by a unanimous roll call vote from the Commissioners present.

***NOTE: THE FOLLOWING SCHOOL FUND RESOLUTIONS WERE BUNDLED TOGETHER AND VOTED ON AS A WHOLE: 12-2021-6, 12-2021-7, 12-2021-8, 12-2021-9, 12-2021-10, 12-2021-11, 12-2021-12, 12-2021-13 and 12-2021-17***

### **8. RESOLUTION 12-2021-6 – BUDGET AMENDMENT, CENTRAL CAFETERIA FUND \$4,000.00:**

On motion of Commissioner Hyder, second by Commissioner Norris moved to adopt resolution 12-2021-6.

The motion to adopt resolution 12-2021-6, accepting budget amendment funds awarded from the GENYOUth grant for North Cumberland Elementary and Stone Memorial High School designated for CCSNP wages/stipends paid while working during the COVID 19 pandemic in the amount of \$4,000.00, carried by a roll call vote from the Commissioners present with Commissioner Cooper abstaining from the vote.

### **9. RESOLUTION 12-2021-7 – BUDGET AMENDMENT, CENTRAL CAFETERIA FUND \$5,814.00:**

On motion of Commissioner Hyder, second by Commissioner Norris moved to adopt the resolution 12-2021-7.

The motion to adopt resolution 12-2021-7, approving budget amendment to receive a Pandemic-EBT Administrative Costs Grant in the amount of \$5,814.00 to offset the cost of office supplies, carried by a roll call vote from the Commissioners present with Commissioner Cooper abstaining from the vote.

### **10. RESOLUTION 12-2021-8 – BUDGET AMENDMENT, CENTRAL CAFETERIA FUND \$9,256.91:**

On motion of Commissioner Hyder, second by Commissioner Norris moved to adopt the resolution 12-2021-8.

The motion to adopt resolution 12-2021-8, accepting budget amendment to receive a USDA Emergency Operational Cost Reimbursement Program Grant in the amount of \$9,256.91 to offset the cost off increased number of paper products purchased during the COVID pandemic, carried by a roll call vote from the Commissioners present with Commissioner Cooper abstaining from the vote.

### **11. RESOLUTION 12-2021-9 – BUDGET AMENDMENT, CENTRAL CAFETERIA FUND \$10,695.00:**

On motion of Commissioner Hyder, second by Commissioner Norris moved to adopt the resolution 12-2021-9.

The motion to adopt resolution 12-2021-9, accepting budget amendment reallocation of funds for Maintenance and Repair Services, Equipment and Personnel in the amount of 10,695.00, carried by a roll call vote from the Commissioners present with Commissioner Cooper abstaining from the vote.

# CUMBERLAND COUNTY BOARD OF COMMISSIONERS MEETING

## December 20, 2021 Monthly Meeting Minutes

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### **12. RESOLUTION 12-2021-10 – BUDGET AMENDMENT, SPECIAL EDUCATION FEDERAL BUDGET, FEDERAL IDEA PART B REVISION \$6,784.90:**

On motion of Commissioner Hyder, second by Commissioner Norris moved to adopt the resolution 12-2021-10.

The motion to adopt resolution 12-2021-10, approving budget amendment the Federal IDEA part B grant in the amount of \$6,784.90, carried by a roll call vote from the Commissioners present with Commissioner Cooper abstaining from the vote.

### **13. RESOLUTION 12-2021-11 – BUDGET AMENDEMNT, FEDERAL PROGRAMS SCHOOL FUND, FEDERAL CONSOLIDATED REVISION \$30,576.33**

On motion of Commissioner Hyder, second by Commissioner Norris moved to adopt the resolution 12-2021-11.

The motion to adopt resolution 12-2021-11, approving budget amendment Federal programs school fund to provide additional professional development for educators in the amount of \$30,576.33, carried by a roll call vote from the Commissioners present with Commissioner Cooper abstaining from the vote.

### **14. RESOLUTION 12-2021-12 – BUDGET AMENDMENT, FEDERAL PROGRAMS SCHOOL FUND, HQIM LITERACY IMPLEMENTATION NETWORK AND EARLY LITERACY NETWORK GRANTS \$163,000.00:**

On motion of Commissioner Hyder, second by Commissioner Norris moved to adopt the resolution 12-2021-12.

The motion to adopt resolution 12-2021-12, approving to provide professional development and materials needed to support teachers in the area of literacy in the amount of \$163,000.00, carried by a roll call vote from the Commissioners present with Commissioner Cooper abstaining from the vote.

### **15. RESOLUTION 12-2021-13 – BUDGET AMENDMENT, GENERAL PURPOSE SCHOOL FUND, CCTE MIDDLE SCHOOL STEM AND CAREER EXPLORATION GRANTS \$36,701.04:**

On motion of Commissioner Hyder, second by Commissioner Norris moved to adopt the resolution 12-2021-13.

The motion to adopt resolution 12-2021-13, approving General Purpose School Fund budget amendment to purchase robotics equipment for Pine View Elementary in the amount of \$36,701.04, carried by a roll call vote from the Commissioners present with Commissioner Cooper abstaining from the vote.

### **16. RESOLUTION 12-2021-14 – BUDGET AMENDMENT, GENERAL FUND, ANIMAL CONTROL \$72,498.00:**

On motion of Commissioner Stone, second by Commissioner Holbrook moved to adopt the resolution 12-2021-14.

The motion to adopt resolution 12-2021-14, approving the General Fund budget amendment, to reorganize the Animal Control department to be under the direction of the Sheriff in the amount of \$72,498.00, carried by a roll call vote of sixteen (16) ayes from Commissioners Norris, York, Kyle Davis, Hyder, Stone, Threet, Gibson, Seiber, Wilson, Sherill, Baldwin, Cooper, Blalock, Holbrook, Mall & Patterson and one (1) nay from Commissioner Lowe.

# CUMBERLAND COUNTY BOARD OF COMMISSIONERS MEETING

## December 20, 2021 Monthly Meeting Minutes

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### **17. RESOLUTION 12-2021-15 – TO APPLY FOR FEDERAL ASSISTANCE, HIGHWAY DEPARTMENT:**

On motion of Commissioner Gibson, second by Commissioner York moved to adopt the resolution 12-2021-15.

The motion to adopt resolution 12-2021-15, approving the application for a Community Facility Loan and/or Grant from the U.S. Department of Agriculture Rural Development for the purchase of two (2) 1-ton pickup trucks in the amount of \$80,000.00, carried by a unanimous roll call vote from the Commissioners present.

### **18. RESOLUTION 12-2021-16 – DELINQUENT TAX PROPERTY ATTORNEY FEES:**

On motion of Commissioner Norris, second by Commissioner Stone moved to adopt the resolution 12-2021-16.

The motion to adopt resolution 12-2021-16, approving the agreement of compensation for delinquent tax Attorney Joe Looney for legal services previously deferred due to the timing of tax foreclosures and receipt of proceeds from the sale of delinquent tax properties, carried by a unanimous roll call vote from the Commissioners present.

### **19. RESOLUTION 12-2021-17 – BUDGET AMENDMENT, FEDERAL PROGRAMS SCHOOL FUND, TENNESSEE ACCELERATING LITERACY AND LEARNING CORP \$455,000.00:**

On motion of Commissioner Hyder, second by Commissioner Norris moved to adopt the resolution 12-2021-17.

Discussion: Commissioner Hyder ask how many would be employed if Resolution 12-2021-17 is approved. Director of Schools Dr. Ina Maxwell stated there would be thirteen (13) new teacher assistant positions they would be advertising heavily for. This grant will include all instructional material. This grant has a three (3) year term.

The motion to adopt resolution 12-2021-17, approving the Federal Programs School Fund budget amendment to provide tutoring programs for students to bridge learning loss gaps and accelerate learning in the amount of \$455,000.00, carried by a roll call vote from the Commissioners present with Commissioner Cooper abstaining from the vote.

### **COUNTY OFFICIAL REPORT; FINANCE DIRECTOR NATHAN BROCK:**

Commissioners received the monthly financial report from Finance Director Brock detailing the November 2021 revenue collections for the County in ambulance service, sales tax, property tax, hotel/motel tax, and prisoner boarding.

### **COUNTY ATTORNEY REPORT; PHILIP BURNETT:**

County Attorney Burnett reported that there is no new litigation for this month and one (1) case was settled for the Sheriff's department.

# CUMBERLAND COUNTY BOARD OF COMMISSIONERS MEETING

## December 20, 2021 Monthly Meeting Minutes

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### STANDING COMMITTEE REPORTS

Commissioner Wilson ask Director of Schools Ina Maxwell to give more information given to the state regarding the Cumberland County Board of Education and Schools and Education Committee concerns with the new structuring of the BEP (Basic Education Program) funding from the state. She stated that they wanted more training on the two (2) funding formulations for which they formulate this funding. The local contribution is unclear at this time. There was not much information given from the state. Board of Education CFO Kacee Harris encouraged the public to google Tennessee Education Funding and email concerns for what will be taken into consideration in developing the BEP formula. The more people that email their concerns the more chance we have of getting our voices heard. This formulation could cause our county contribution to go from 30% to 50% to the school system. Commissioner Sherrill asked for suggestions for the wording of the email that should be sent. Director Maxwell she would be glad to forward some suggestions.

### 20. ELECTION OF NOTARIES:

On motion of Commissioner Gibson, second by Commissioner Mall moved to elect Olana Jo Burgess, Lisa E. Cannon, Sarah Cannon, Allison M. Deck, Jennifer Delaney, Amanda Hayes, Don Hunter, Holly A. Lee, Tammy R. Miller, Charlotte Ricketts, Brian D. Strickland, Brian Whitehurst, Nina Whitehurst, Josh Wightman and Carolyn Zawadzski as Notary Publics for the State of Tennessee.

The motion to approve the notaries carried by voice vote from the Commissioners present.

### 21. ADJOURNMENT:

On motion of Commissioner Hyder, second by Commissioner Stone moved the December 20, 2021 Commission Meeting to be adjourned at 6:38 o'clock P.M.

The motion to adjourn the meeting carried by voice vote from the Commissioners present.

MINUTES APPROVED FOR ENTRY THIS \_\_\_\_\_ DAY OF JANUARY 2022.

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Allen Foster, County Mayor  
Chairman, Cumberland County Commission

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Jule Bryson, Cumberland County Clerk



**Cumberland County, Tennessee**

**Resolution for American Rescue Plan Act  
Broadband Funding & Guidance**

To the Cumberland County Commission meeting in regular session this 18th day of January 2022:

Whereas, Cumberland County government believes Broadband and Water/Sewer are priority needs for our citizens, and

Whereas, COVID-19 elevated the importance of critical broadband infrastructure to facilitate participation in telemedicine, distance learning, and telecommuting, and

Whereas, reliable and affordable broadband service is necessary to meet these needs in our community, and

Whereas, the Tennessee Department of Economic and Community Development (TNECD) Broadband Division will award up to \$400 million for infrastructure projects as part of the Tennessee Emergency Broadband Fund - American Rescue Plan – Phase 1, and

Whereas, the TNECD BB Division is administering a grant program to allocate those funds and has encouraged counties to contribute a portion of the local ARPA funds as part of the matching requirement for broadband projects in counties that are awarded through the TNECD BB grant program and is providing grant incentives to programs that are co-funded.

Therefore, be it resolved and approved by the Cumberland County Commission to allocate a minimum 10% match and a maximum 20% match, in an aggregate amount not to exceed \$3,000,000, in co-funding to providers that are awarded TNECD BB Grants that meet Federal guideline requirements.

Sponsor:   
County Commissioner

Approval: \_\_\_\_\_  
County Mayor

Attest: \_\_\_\_\_  
County Clerk

Budget Committee Vote:  
Ayes: 9 Nays: 0 Abstain: 0

**Cumberland County, Tennessee**

Resolution for American Rescue Plan Act  
Water & Sewer Funding & Guidance

To the Cumberland County Commission meeting in regular session this 18th day of January 2022:

Whereas, Cumberland County government believes Broadband and Water/Sewer are priority needs for our citizens, and

Whereas, the Tennessee Department of Economic & Community Development (TDEC) will award approximately \$1.3 Billion for water infrastructure projects, and

Whereas, TDEC is administering allocation of those funds and encourages counties to contribute a portion of their local ARPA funds as part of the matching requirement for broadband projects in their county that are awarded through the TDEC program, and


Whereas, TDEC is allocating approximately \$7,117,082 for utilities outside the City of Crossville in Cumberland County, and

Whereas, TDEC has determined that the co-funding amount is 20%, of which county ARPA funds may be used for that purpose, and

Whereas, South Cumberland Utility District has a current project approved for CDBG and other grant funding for water line extensions in the area known as the head of the Sequatchie Valley which has exceeded original cost estimates.

Therefore, be it resolved and approved by the Cumberland County Commission to allocate a 20% ARPA co-funding allocation for the current South Cumberland Utility District CDBG project overage, if approved by TDEC and within Federal guideline requirements. In the event that the current South Cumberland Utility District CDBG project is not approved by TDEC, ARPA funds shall be allocated for 20% of the overage of the CDBG estimated cost, not to exceed \$250,000 and subject to compliance with Federal guideline requirements.

Sponsor: \_\_\_\_\_

  
County Commissioner

Approval: \_\_\_\_\_

County Mayor

Attest: \_\_\_\_\_

County Clerk

Budget Committee Vote:

Ayes 9 Nays: 0 Abstain: 0

**RESOLUTION NO. 01-2022-3**

**RESOLUTION TO REDUCE A RIGHT-OF-WAY ON A COUNTY ROAD THAT IS  
CURRENTLY ON THE COUNTY ROAD LIST**

**WHEREAS**, on the current Cumberland County road list, there is a road by the name of "Wilson Road," being 2.36 miles long and 16 feet wide; and

**WHEREAS**, the current right-of-way length listed on the 2021 County road list for Wilson Road is 40 feet; and

**WHEREAS**, at the July 15, 2021 Regional Planning Commission meeting, Sandy Davis, a property owner on Wilson Road, addressed the PC regarding a discrepancy between her land's deed and the County road list; and

**WHEREAS**, in a recent survey of Davis' property, the referenced deed called for Wilson Road (the road that the Davis property fronts) to have a thirty (30) foot right-of-way; and

**WHEREAS**, at the August 19, 2021 PC meeting, County Attorney Philip Burnett addressed the PC and Davis regarding the right-of-way discrepancy—Burnett stated that the right-of-way for Wilson Road has been listed on the county road list as forty (40) feet since 1996, and that Davis' deed does call for her property to begin fifteen (15) feet from the center of Wilson Road; and

**WHEREAS**, after further research, it was concluded by County Attorney Burnett at the September 16, 2021 PC meeting, that according to the Cumberland County Property Assessor's records, Davis and the other residents of Wilson Road had been paying taxes based upon a thirty (30) foot right-of-way; and

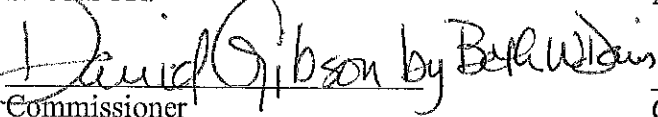
**WHEREAS**, based on this evidence, Burnett recommended that the County road list be amended to reflect a thirty (30) foot right-of-way for Wilson Road—a motion was made and passed with no opposition in the September 16, 2021 PC meeting to amend the 2022 Cumberland County road list to reflect this adjustment of right-of-way; and

**WHEREAS**, on January \_\_\_\_\_, 2022 the Cumberland County Environmental Committee also voted to amend the current right-of-way length for Wilson Road from forty (40) to thirty (30) feet;

**NOW, THEREFORE, BE IT RESOLVED**, by the Cumberland County Commission, on recommendation of the Planning Commission, that the right-of-way for Wilson Road be amended from forty (40) feet to thirty (30) feet for the 2022 and proceeding road lists.

**Adopted this 18<sup>th</sup> day of January, 2022.**

SPONSOR:

  
Commissioner

APPROVE:

\_\_\_\_\_  
County Mayor

ATTEST:

\_\_\_\_\_  
County Clerk

**RESOLUTION NO. 01-2022-4**

**A RESOLUTION TO ACCEPT THE 2022 VERSION OF THE  
CUMBERLAND COUNTY ROAD LIST**

**WHEREAS**, the Environmental Committee, Highway Department and Cumberland County Regional Planning Commission are submitting for approval the 2022 Cumberland County Road List; and

**WHEREAS**, no road improvements, road additions, or road name changes have been made from the 2021 road list; and

**WHEREAS**, Tanner Trail has been removed from the Cumberland County Road List as per *Res 07-2021-05*; and

**WHEREAS**, there are changes to the length of the County Right of Way on Wilson Road. This change is from 40 feet to 30 feet as per *Res 01-2022-03*; and

**WHEREAS**, as per a vote in the December Regional Planning Commission, Clifford Selby Road has been removed from the Cumberland County Road List.

**NOW, THEREFORE, BE IT RESOLVED**, by the Cumberland County Board of Commissioners hereby formally approve and adopt the 2022 Cumberland County Road List as attached.

**Adopted the 18<sup>th</sup> day of January, 2022.**

**SPONSOR:**

David Gibson by: Beth Wyatt-Davis  
COUNTY COMMISSIONER

**APPROVED:**

\_\_\_\_\_  
COUNTY MAYOR, Allen Foster

**ATTEST:**

\_\_\_\_\_  
COUNTY CLERK, Jule Bryson

Street	ROW	Type	Mileage	Width
County Road Dept 2022YR				
ABBEY CIR	50	Tar-Chip	0.10	10
ABINGTON PL	50	Asphalt	0.10	20
ACKIA DR	50	Tar-Chip	0.43	20
ACOMA DR	50	Tar-Chip	0.31	20
ACORN LN	60	Tar-Chip	0.13	16
ADAMS CREEK RD	30	Tar-Chip	0.47	14
ADLER LN	50	Asphalt	0.13	20
ADMIRAL CIR	50	Tar-Chip	0.07	20
AKINS CEMETERY RD	14	Tar-Chip	0.17	14
AL GOSS RD	30	Tar-Chip	0.84	14
ALAPATTAH CIR	50	Tar-Chip	0.59	16
ALBEMARLE CIR	50	Tar-Chip	0.28	20
ALBEMARLE LN	50	Tar-Chip	0.37	18
ALBERT FRYE RD	30	Tar-Chip	1.32	14
ALBERT WOOD RD	30	Tar-Chip	0.41	12
ALESIA WAY	40	Tar-Chip	0.35	20
ALGONQUIN LN	50	Tar-Chip	0.17	20
ALICE RD	50	Asphalt	0.16	20
ALISHA LN	50	Tar-Chip	0.18	20
ALLEN BURGESS RD	24	Tar-Chip	1.49	14
ALLEN DR	50	Tar-Chip	0.53	20
ALLOWAY CREEK RD	24	Tar-Chip	0.25	8
ALLOWAY RD	60	Tar-Chip	3.13	20
ALPS RD	60	Tar-Chip	0.44	8
ALTAKIMA LN	50	Tar-Chip	0.24	12
ALTANGLEN LN	50	Tar-Chip	0.10	20
AMESBURY CIR	50	Asphalt	0.03	20
AMESBURY CT	50	Asphalt	0.17	20
AMHERST LN	50	Tar-Chip	0.30	16
ANDOVER LN	50	Tar-Chip	0.21	18
ANDREW LN	50	Asphalt	0.17	20
ANDREWS LN	40	Tar-Chip	0.54	10
ANGLEWOOD DR	50	Tar-Chip	0.51	18
ANNE PL	60	Tar-Chip	0.09	18
ANNE RD	60	Tar-Chip	1.10	20
ANSELM CIR	50	Tar-Chip	0.10	12
APOKA LN	50	Tar-Chip	0.31	20
APOXSEE CIR	50	Tar-Chip	0.29	14
APPLE CIR	50	Tar-Chip	0.11	14
AQUM CIR	50	Tar-Chip	0.19	16
ARAPAHO DR	50	Tar-Chip	0.41	20
ARNOLD LN	50	Tar-Chip	0.56	12
ARNOLD SMITH RD	14	Tar-Chip	0.26	14
ARNOLDS WAY	50	Tar-Chip	0.80	20
ARROW DR	50	Tar-Chip	0.15	14
ARROWHEAD DR	50	Tar-Chip	1.20	18
ARTHUR SEAGRAVES RD	36	Tar-Chip	0.49	16
ASH CIR	50	Asphalt	0.05	18
ASH PLACE	60	Tar-Chip	0.05	20
ASHBURN DR	40	Tar-Chip	0.44	14
ASHDOWN LN	50	Tar-Chip	0.11	16
ASHFORD DR	60	Tar-Chip	0.46	12
ASHFORD PL	50	Tar-Chip	0.15	18

ASHMOR DR	50	Asphalt	0.10	25
ATKINS RD	30	Tar-Chip	0.32	14
ATOKA LN	50	Asphalt	0.56	22
AUGUSTINE CT	50	Tar-Chip	0.05	20
AUGUSTINE LN	50	Tar-Chip	0.15	20
AULT RD	20	Gravel	0.32	8
AUSTIN DR	60	Tar-Chip	0.62	18
AUTUMN DR	50	Asphalt	0.21	20
AUTUMN TRL	50	Asphalt	0.19	26
AVON LN	50	Tar-Chip	0.21	18
AZELEA LN	60	Tar-Chip	0.23	18
BACHAM LN	50	Tar-Chip	0.16	20
BACKWOODS WAY	60	Tar-Chip	0.31	20
BAIER RD	40	Tar-Chip	1.42	18
BAINBRIDGE RD	60	Tar-Chip	0.34	20
BAIRD RD	24	Tar-Chip	0.08	10
BAISLEY LN	30	Tar-Chip	0.28	16
BALTUSROL CT	60	Tar-Chip	0.03	18
BALTUSROL RD	50	Asphalt	0.54	20
BANBURY LN	50	Tar-Chip	0.07	14
BARNWELL LOOP	40	Tar-Chip	0.40	16
BARRINGER RD	30	Tar-Chip	1.01	14
BASSES CREEK LN	50	Asphalt	0.51	20
BATEMAN DR	50	Tar-Chip	0.08	18
BAXTER NORRIS RD	10	Gravel	0.69	10
BAY COLONY TER	60	Tar-Chip	0.07	16
BEACHWOOD CT	50	Tar-Chip	0.03	16
BEACHWOOD DR	60	Tar-Chip	2.09	20
BEACHWOOD LN	50	Tar-Chip	0.25	14
BEAN POT CAMPGROUND RD	40	Asphalt	0.30	18
BEAR CREEK LOOP	50	Tar-Chip	0.29	10
BEAR CREEK RD	50	Tar-Chip	4.03	20
BEAR DEN	60	Tar-Chip	0.03	20
BEASON LN	50	Tar-Chip	0.15	16
BEATY RD	30	Tar-Chip	0.89	14
BEAVER RD	50	Tar-Chip	0.47	16
BEBE RD	30	Tar-Chip	0.13	12
BEE CIR	50	Asphalt	0.10	20
BEECHCROFT LN	45	Asphalt	0.09	20
BEEHIVE LN	40	Asphalt	0.31	10
BELL RD	60	Asphalt	3.23	20
BELMONT DR	50	Tar-Chip	1.35	18
BELOTE RD	30	Tar-Chip	0.48	10
BELVEDERE LN	50	Tar-Chip	0.17	16
BELVIN RD	24	Tar-Chip	0.13	16
BENEFIT RD	40	Tar-Chip	0.23	16
BENT OAK LN	50	Tar-Chip	0.15	18
BENT OAK TER	50	Tar-Chip	0.26	18
BENT TREE DR	50	Asphalt	0.84	20
BENT TREE RD	50	Tar-Chip	0.53	18
BENTON DIXON RD	10	Tar-Chip	0.25	10
BERKELEY SQ	50	Tar-Chip	0.08	20
BERKSHIRE CT	50	Tar-Chip	0.06	20
BERKSHIRE LOOP	50	Tar-Chip	0.70	20
BERLINGWOOD LN	50	Tar-Chip	0.10	20

BETHEL LN	60	Asphalt	0.17	20
BIBLE RD	30	Tar-Chip	0.24	10
BIG HORN CIR	50	Tar-Chip	0.09	20
BIG HORN CT	50	Tar-Chip	0.11	14
BIG HORN DR	60	Asphalt	1.50	20
BIG HORN LOOP	50	Tar-Chip	0.06	20
BIG LICK RD	40	Tar-Chip	0.32	14
BILBREY LN	24	Tar-Chip	0.34	10
BILBREY RD	30	Tar-Chip	0.40	14
BILL BARNWELL RD	10	Tar-Chip	0.30	10
BILL BROWN RD	24	Tar-Chip	0.70	12
BILL HALL RD	30	Tar-Chip	0.25	12
BILLY GOAT RD	30	Tar-Chip	0.28	12
BINGHAM LN	50	Tar-Chip	0.20	20
BINGHAM WAY	50	Tar-Chip	0.06	20
BIRCH PL	60	Tar-Chip	0.11	18
BIRCHWOOD DR	50	Asphalt	0.69	20
BISHOP CAMPBELL RD	40	Tar-Chip	1.12	16
BLACK BEAR CT	50	Tar-Chip	0.15	16
BLACK CLOUD DR	50	Tar-Chip	0.24	14
BLACK OAK CIR	50	Tar-Chip	0.11	16
BLACK OAK LN	60	Asphalt	0.14	20
BLACK WOLF DR	50	Tar-Chip	0.33	14
BLACKFOOT DR	50	Tar-Chip	0.34	20
BLAYLOCK RD	50	Tar-Chip	5.39	20
BLED SOE PARK RD	40	Asphalt	0.17	10
BLUEBIRD DR	50	Tar-Chip	0.20	16
BLUFF VIEW CT	50	Asphalt	0.06	20
BLUFF VIEW DR	50	Tar-Chip	0.33	18
BLUFF VIEW LN	50	Asphalt	0.33	20
BLUFF VIEW TER	50	Asphalt	0.39	20
BOANNA CIR	50	Tar-Chip	0.05	20
BOANNA LN	50	Tar-Chip	0.35	20
BOB AUSTIN RD	30	Tar-Chip	0.40	10
BOLIN RD	40	Tar-Chip	1.89	18
BOND LN	50	Tar-Chip	0.08	14
BOTTOM DR	50	Tar-Chip	0.22	16
BOULDER WAY	60	Tar-Chip	0.38	18
BOW RD	20	Tar-Chip	0.07	12
BOWMAN LN	36	Tar-Chip	0.41	10
BOWMAN LOOP	50	Asphalt	3.64	20
BRADBURY LN	20	Tar-Chip	0.38	12
BRADFORD LN	50	Tar-Chip	0.20	18
BRADROCK ST	60	Tar-Chip	0.25	18
BRADSHAW LN	30	Tar-Chip	0.21	12
BRADY LN	24	Tar-Chip	0.60	10
BRADY VIEW DR	50	Asphalt	0.51	20
BRAESWICK CIR	50	Tar-Chip	0.08	18
BRAGG CIR	50	Asphalt	0.04	20
BRAMBLETON CT	50	Tar-Chip	0.18	18
BRAMBLETON DR	50	Tar-Chip	0.55	18
BRANTENWOOD CIR	50	Tar-Chip	0.06	16
BRAVE LN	50	Tar-Chip	0.24	20
BRECKENRIDGE DR	52	Tar-Chip	2.17	20
BREWER RD	50	Asphalt	4.36	20

BRIANS PL	50	Asphalt	0.09	26
BRIAR CT	50	Tar-Chip	0.15	18
BRIARWOOD DR	50	Tar-Chip	0.32	16
BRIGHTON CT	50	Tar-Chip	0.04	20
BRIGHTON LN	50	Tar-Chip	0.17	20
BRISTOW RD	60	Asphalt	1.20	20
BRITTANY LN	30	Tar-Chip	0.11	10
BRITTON LN	50	Tar-Chip	0.12	16
BRIXTON LN	50	Tar-Chip	0.15	14
BROCKHAVEN LN	50	Tar-Chip	0.06	18
BROKEN ARROW DR	50	Tar-Chip	0.86	14
BROKEN BOW DR	50	Tar-Chip	0.41	14
BROKEN BOW RD	12	Tar-Chip	0.26	10
BROKENWOOD LN	50	Tar-Chip	0.54	16
BROMLEY LN	50	Tar-Chip	0.09	16
BROMPTON CT	50	Asphalt	0.15	20
BROOKHAVEN DR	60	Asphalt	0.04	24
BROOKS LN	50	Tar-Chip	0.22	20
BROOKS PL	60	Tar-Chip	0.11	20
BROWN CREEK DR	50	Tar-Chip	2.44	18
BROWN RD	36	Tar-Chip	0.81	20
BROWNS GAP RD	20	Tar-Chip	0.44	18
BROWNS LN	30	Tar-Chip	0.22	12
BROWNTOWN RD	60	Asphalt	3.90	20
BRUMMEL LN	50	Tar-Chip	0.51	20
BRUMMEL WAY	50	Asphalt	0.23	20
BRYANT MILL RD	36	Tar-Chip	0.94	14
BUCK CIR	50	Tar-Chip	0.15	18
BUCK CREEK RD	40	Asphalt	0.67	18
BUCK CT	50	Tar-Chip	0.15	16
BUCK LEWIS RD	24	Tar-Chip	0.18	10
BUCK LN	30	Tar-Chip	0.65	12
BUCK PATTON RD	36	Tar-Chip	0.20	10
BUCK RD	30	Tar-Chip	0.19	16
BUCK RIDGE RD	36	Tar-Chip	0.22	14
BUCKNER TER	50	Tar-Chip	0.04	16
BUD TANNER RD	40	Asphalt	4.53	20
BUENA VISTA DR	50	Asphalt	0.36	18
BUFFALO DR	50	Tar-Chip	0.45	12
BULLARD RD	30	Tar-Chip	0.52	12
BURGESS LN	30	Tar-Chip	0.26	14
BURGESS RD	34	Tar-Chip	0.83	16
BURK DR	60	Tar-Chip	0.27	10
BURKS PL	50	Tar-Chip	0.37	18
BURLEY CARR RD	30	Tar-Chip	0.13	14
BURNABY CT	50	Tar-Chip	0.12	20
BURROUGH LN	50	Tar-Chip	0.27	20
BURTON RD	40	Asphalt	0.08	14
BURTON TER	50	Tar-Chip	0.08	20
BUSSELL DR	50	Tar-Chip	0.30	14
BUSSELL PL	50	Tar-Chip	0.07	18
BUTTERNUT RIDGE RD	60	Tar-Chip	0.30	18
BUTTON RD	30	Tar-Chip	0.55	16
BUZZARD LN	20	Tar-Chip	0.45	18
BYERS LN	24	Tar-Chip	0.17	10



BYERS RD	30	Tar-Chip	0.24	14
CACTUS CIR	50	Tar-Chip	0.05	16
CAHITA LN	50	Tar-Chip	0.40	18
CALDERWOOD CIR	50	Tar-Chip	0.27	20
CALUSA CIR	50	Tar-Chip	0.07	20
CALUSA LN	50	Tar-Chip	0.15	20
CALVIN EDMONDS RD	10	Tar-Chip	0.25	10
CAMDEN CT	50	Tar-Chip	0.19	20
CAMELIA DR	50	Tar-Chip	0.60	20
CAMELOT LN	50	Tar-Chip	0.14	18
CAMILLE LN	14	Tar-Chip	0.10	12
CAMP NAKANAWA RD	40	Tar-Chip	0.93	18
CAMP OZONE RD	30	Tar-Chip	0.21	14
CANARY DR	50	Tar-Chip	0.31	20
CANEY CREEK DR	50	Tar-Chip	0.59	20
CANTERBURY CIR	50	Tar-Chip	0.03	20
CANTERBURY DR	50	Tar-Chip	0.68	20
CAPPSHIRE RD	60	Tar-Chip	1.11	18
CAPTAIN DR	10	Tar-Chip	0.17	10
CAREY CT	36	Tar-Chip	0.22	12
CAREY DR	30	Tar-Chip	0.08	14
CAREY RD	36	Tar-Chip	0.15	18
CARL NAIL LN	30	Tar-Chip	0.11	10
CARLOW DR	60	Tar-Chip	0.13	10
CARRIAGE DR	50	Asphalt	0.04	20
CARRIE DR	50	Asphalt	0.71	20
CARSON LN	50	Gravel	0.29	16
CARSON PUGH DR	30	Gravel	0.18	10
CARSON RD	30	Tar-Chip	0.83	12
CARTER TOWN RD	40	Tar-Chip	0.67	18
CARYONAH RD	50	Tar-Chip	0.69	16
CAS CADE LN	50	Tar-Chip	0.28	20
CASEY LN	24	Tar-Chip	0.15	10
CASTEEL RD	60	Tar-Chip	0.61	20
CASTLE CIR	50	Tar-Chip	0.23	14
CASTLEBRIDGE LN	50	Tar-Chip	0.28	22
CASTO PUGH RD	30	Tar-Chip	0.89	14
CATAWBA LN	50	Tar-Chip	0.28	18
CATHEDRAL DR	50	Tar-Chip	0.30	18
CATOOSA BLVD	100	Asphalt	1.89	40
CATOOSA CANYON DR	30	Tar-Chip	0.60	14
CC RD	60	Tar-Chip	0.23	20
CEDAR CIR	50	Asphalt	0.21	18
CEDAR CT	50	Asphalt	0.09	18
CEDAR DR	50	Tar-Chip	0.10	12
CEDAR HILLS RD	20	Tar-Chip	0.55	12
CEDAR RIDGE CIR	50	Asphalt	0.03	20
CEDAR RIDGE CT	50	Asphalt	0.04	20
CEDARBRUSH LN	50	Tar-Chip	0.35	16
CHACOTO DR	50	Tar-Chip	0.22	16
CHANNING LN	60	Asphalt	0.21	20
CHANUTE CIR	50	Tar-Chip	0.07	20
CHANUTE CT	50	Tar-Chip	0.06	20
CHANUTE TRL	50	Tar-Chip	1.30	20
CHAPEL HILL DR	50	Asphalt	0.27	20

CHARLES PL	50	Tar-Chip	0.07	20
CHARLIE BROWN RD	40	Tar-Chip	0.33	16
CHARLIE MCCOY RD	30	Tar-Chip	0.25	8
CHASE LN	50	Asphalt	0.14	20
CHATHAM CT	50	Tar-Chip	0.19	20
CHATHAM LN	50	Tar-Chip	0.30	20
CHELTEHAM LN	50	Tar-Chip	0.51	20
CHEROKEE CT	50	Tar-Chip	0.04	16
CHEROKEE DR	60	Tar-Chip	0.40	18
CHEROKEE PL	50	Tar-Chip	0.04	18
CHEROKEE RD E	50	Tar-Chip	0.82	16
CHEROKEE TRL	50	Asphalt	6.46	18
CHERRY BRANCH LOOP	60	Tar-Chip	0.33	16
CHERRY BRANCH RD	40	Tar-Chip	0.84	18
CHERRY ST	60	Tar-Chip	0.32	14
CHESHIRE CT	50	Tar-Chip	0.08	20
CHESHIRE TER	50	Tar-Chip	0.20	20
CHESTNUT CT	60	Asphalt	0.21	20
CHESTNUT WAY	60	Tar-Chip	0.18	20
CHESTNUT HILL RD	40	Asphalt	9.42	20
CHESTNUT LN	40	Asphalt	0.36	16
CHESTNUT OAK RD	50	Asphalt	0.12	22
CHEYENNE CT	50	Tar-Chip	0.13	14
CHEYENNE DR	50	Asphalt	1.09	22
CHEYENNE LOOP	50	Tar-Chip	0.05	20
CHICA CIR	50	Tar-Chip	0.04	14
CHICA CT	50	Tar-Chip	0.10	16
CHICA RD	50	Tar-Chip	0.78	18
CHICKASAW DR	50	Tar-Chip	0.46	16
CHIEF DAYBREAK DR	50	Tar-Chip	0.51	16
CHIEF RED CLOUD DR	50	Tar-Chip	0.69	14
CHIEF WHITE EAGLE LN	50	Tar-Chip	0.38	12
CHINBROOK CIR	50	Asphalt	0.09	20
CHINOOK LN	50	Tar-Chip	0.43	16
CHIPPEWA DR	50	Tar-Chip	0.26	12
CHOCTAW LN	50	Tar-Chip	0.34	18
CHRISTIAN RD	40	Tar-Chip	2.18	20
CHURCH LOOP	40	Tar-Chip	0.23	18
CINDER LN	14	Tar-Chip	0.17	14
CINNAMON CIR	60	Tar-Chip	0.55	18
CIRCLE DR	42	Asphalt	0.75	20
CIRCLE DRIVE CT	42	Asphalt	0.06	14
CITRUS CT	40	Asphalt	0.04	20
CITY LAKE RD	42	Asphalt	1.42	20
CLAREMONT CIR	50	Tar-Chip	0.23	18
CLARENCE BLAYLOCK RD	40	Tar-Chip	0.72	12
CLARINGTON PARK DR	50	Asphalt	0.40	26
CLASON PT	50	Tar-Chip	0.14	20
CLAY WYATT RD	24	Tar-Chip	0.57	14
CLAYSVILLE ACCESS RD	50	Asphalt	0.17	20
CLAYSVILLE LN	30	Gravel	0.69	20
CLAYSVILLE LN	60	Gravel	0.16	20
CLAYSVILLE RD	30	Asphalt	5.92	20
CLEAR CREEK RD	60	Asphalt	4.29	20
CLEGGAN DR	60	Tar-Chip	0.33	10

CLIFTY RD	36	Tar-Chip	3.31	16
CLINE RD	24	Asphalt	0.30	10
CLINEBROOK DR	50	Tar-Chip	0.19	18
CLINT LOWE RD	50	Asphalt	2.49	20
CLINTON WRIGHT LN	50	Asphalt	0.31	20
CLOVER LN	50	Asphalt	0.05	20
CLOVERDALE CIR	50	Tar-Chip	0.11	18
CLYDE PL	50	Tar-Chip	0.12	18
COCHISE CT	50	Tar-Chip	0.10	20
COCHISE TRL	50	Asphalt	0.36	16
COLBY CIR	50	Asphalt	1.02	20
COLD SPRINGS RD	30	Tar-Chip	0.50	12
COLD WATER DR	50	Asphalt	0.05	16
COLLINWOOD CT	50	Asphalt	0.05	16
COLOR CT	50	Asphalt	0.05	20
COMANCHE DR	50	Tar-Chip	0.31	12
CONFEDERATE RD	40	Tar-Chip	0.06	14
CONLEY RD	60	Tar-Chip	0.70	12
CONNELY DR	60	Tar-Chip	0.23	10
CONRAD CIR	50	Tar-Chip	0.16	20
CONRAD CT	50	Tar-Chip	0.12	20
CONRAD DR	50	Tar-Chip	0.05	20
COOK RD	40	Asphalt	1.86	18
COON HOLLOW RD	40	Asphalt	1.00	18
COPPER PT	50	Asphalt	0.29	24
COPPETT RD	30	Tar-Chip	0.52	16
COTTONWOOD DR	50	Asphalt	0.10	20
COUNTRY CLUB DR	50	Tar-Chip	0.63	14
COUNTRY LN	30	Tar-Chip	0.55	12
COUNTRY SIDE DR	60	Tar-Chip	0.23	12
COURTENAY CT	50	Tar-Chip	0.04	16
COVE PL	50	Tar-Chip	0.18	12
COW PEN RD	50	Asphalt	2.57	20
COWETA DR	50	Tar-Chip	0.62	14
COWPENS DR	50	Tar-Chip	1.66	12
COWPENS PL	50	Tar-Chip	0.09	18
COX LN	30	Tar-Chip	0.24	14
COX VALLEY RD	40	Asphalt	2.00	22
COYOTE CIR	50	Tar-Chip	0.07	20
COYOTE CT	50	Tar-Chip	0.07	20
COYOTE DR	50	Tar-Chip	0.34	20
CRAB APPLE LN	40	Asphalt	0.24	14
CRABTREE RD	40	Asphalt	1.61	20
CRAVENS DR	50	Asphalt	0.92	18
CRAZY HORSE DR	50	Tar-Chip	0.53	18
CREEK CIR	50	Tar-Chip	0.04	20
CREEK CT	50	Tar-Chip	0.04	20
CREEK DR	50	Tar-Chip	0.79	16
CREEK PL	50	Tar-Chip	0.07	16
CREEK VALE DR	50	Asphalt	0.70	20
CREEK VIEW DR	50	Asphalt	0.21	14
CREIGMONT CT	50	Asphalt	0.05	20
CREIGMONT LN	50	Asphalt	0.28	20
CREST CIR	50	Tar-Chip	0.04	10
CRESTON CEMETERY RD	30	Tar-Chip	0.24	14

CRESTON RD	40	Asphalt	5.47	20
CRESTVIEW DR	50	Tar-Chip	0.53	14
CRESTVIEW LOOP	50	Tar-Chip	0.85	16
CRITTER CREEK RD	60	Tar-Chip	0.65	22
CRITTER XING	60	Tar-Chip	0.26	20
CROCKETT CIR	50	Tar-Chip	0.08	12
CROCKETT LAKE DR	50	Tar-Chip	0.44	16
CROMWELL LN	50	Tar-Chip	0.63	18
CROSS DR	60	Tar-Chip	0.37	20
CROSS LN	50	Tar-Chip	0.04	16
CROSSBOW CIR	50	Tar-Chip	0.63	18
CROSSBOW DR	50	Tar-Chip	0.57	20
CROSSHAVEN CT	50	Asphalt	0.10	20
CROSSOVER LN	24	Tar-Chip	0.68	22
CROSSOVER RD	30	Tar-Chip	0.42	20
CROSSWINDS BLVD	40	Tar-Chip	0.15	14
CROW DR	50	Tar-Chip	0.22	18
CRYSTAL LN	60	Tar-Chip	0.16	16
CRYSTAL PT	60	Tar-Chip	0.15	20
CUMBERLAND COVE RD	60	Tar-Chip	1.53	18
CUMBERLAND DR	40	Asphalt	0.17	20
CUMBERLAND LAKES DR	100	Tar-Chip	4.23	20
CUMBERLAND MTN PRESERVE PK	50	Asphalt	0.52	20
CUSTER RD	30	Tar-Chip	0.27	14
DADDYS CREEK TRL	60	Asphalt	0.28	20
DALEFIELD LOOP	50	Tar-Chip	0.39	18
DALLAS SMITH RD	36	Tar-Chip	0.62	18
DALTON TER	50	Tar-Chip	0.05	18
DALTON TER	50	Tar-Chip	0.05	18
DANDITZE DR	50	Tar-Chip	0.13	20
DAREN DR	40	Asphalt	0.21	20
DARTMOOR DR	40	Asphalt	1.47	20
DAVE GARRETT RD	30	Tar-Chip	0.60	14
DAVID CROCKETT DR	50	Tar-Chip	0.11	10
DAVID CROCKETT RD	50	Tar-Chip	0.53	12
DAVID HAMMONS RD	30	Tar-Chip	0.28	8
DAVIDSON LN	28	Tar-Chip	0.36	14
DAVIDSON RD	40	Tar-Chip	0.75	16
DAVIS RD	24	Tar-Chip	0.50	10
DAYBREAK LN	50	Asphalt	0.19	16
DAYMON CIR	50	Tar-Chip	0.72	22
DAYSVILLE RD	40	Asphalt	2.15	20
DAYTON SPUR RD	40	Asphalt	0.26	20
DEATHRIDGE RD	30	Tar-Chip	0.97	20
DEBRON PL	20	Tar-Chip	0.22	10
DECK RD	36	Tar-Chip	1.20	16
DEE DR	50	Asphalt	0.26	16
DEEP DRAW RD	50	Asphalt	4.37	20
DEEP WATER RD	50	Tar-Chip	1.20	18
DEER CIR	50	Tar-Chip	0.10	10
DEER CREEK DR	60	Asphalt	0.76	20
DEER RUN	60	Tar-Chip	0.19	20
DEER RUN CIR	50	Asphalt	0.33	18
DELAWARE DR	50	Tar-Chip	0.75	18
DELBRIDGE LN	50	Tar-Chip	0.65	18

DENNY OAKS RD	20	Tar-Chip	0.59	12
DERRY DR	60	Tar-Chip	0.07	8
DESOTO DR	50	Tar-Chip	0.33	20
DEVIL CREEK PL	50	Tar-Chip	0.22	18
DEVIN LN	50	Asphalt	0.09	20
DEVON LOOP	50	Tar-Chip	0.11	20
DEVON RD	50	Tar-Chip	0.68	18
DEWSBURY TER	50	Asphalt	0.07	20
DIAMOND DR	50	Tar-Chip	0.70	20
DIAMOND PADGETT LN	30	Tar-Chip	0.30	10
DIAMOND PADGETT RD	30	Tar-Chip	1.10	12
DICKENS LN	50	Tar-Chip	0.14	20
DIDEN LOOP	50	Tar-Chip	0.32	14
DIEGO DR	50	Tar-Chip	0.36	20
DILLON ST	50	Asphalt	0.76	22
DIVIDE TRL	60	Tar-Chip	0.69	20
DIXON RD	36	Tar-Chip	0.39	12
DODSON RD	30	Tar-Chip	0.25	12
DOGWOOD CIR	30	Tar-Chip	0.29	8
DOGWOOD RD	50	Tar-Chip	7.45	16
DON KERLEY RD	30	Tar-Chip	0.34	12
DORIS DR	50	Asphalt	0.51	20
DORTON ACCESS RD	40	Tar-Chip	0.16	18
DOSHA CT	50	Asphalt	0.05	20
DOVENSHIRE DR	50	Asphalt	0.53	20
DOVER LN	50	Tar-Chip	0.03	18
DREW HOWARD RD	34	Tar-Chip	0.65	18
DRIFTWOOD CT	50	Tar-Chip	0.06	20
DRIPPING SPRINGS CT	40	Tar-Chip	0.15	12
DRIPPING SPRINGS RD	40	Tar-Chip	1.71	20
DROWNING CREEK RD	40	Tar-Chip	0.57	16
DRUID CIR	50	Asphalt	0.22	18
DRURY LN	50	Asphalt	0.26	18
DUBLIN DR	60	Tar-Chip	0.83	18
DUBLIN LN	50	Tar-Chip	0.31	18
DUGGER BRANCH RD	50	Tar-Chip	0.41	12
DUNBAR CIR	50	Tar-Chip	0.09	20
DUNBAR RD	50	Asphalt	4.03	18
DUNROVIN DR	60	Asphalt	0.14	20
DUNWAY DR	60	Tar-Chip	0.52	10
DUNWICH CT	50	Asphalt	0.08	20
DURHAM LN	30	Tar-Chip	0.29	10
DURHAM LOOP	24	Tar-Chip	1.46	14
DURHAM RD	50	Tar-Chip	0.21	18
DWYER DR	60	Tar-Chip	0.47	10
DYKES LN	30	Tar-Chip	0.52	14
DYKES RD	50	Tar-Chip	1.49	22
DYLAN LN	50	Tar-Chip	0.26	20
E COVE RD	50	Tar-Chip	3.25	18
E G WILSON RD	20	Tar-Chip	0.38	12
E KEYS RD	30	Tar-Chip	1.29	12
E MAYLAND DR	40	Asphalt	0.75	18
E VALLEY RD	44	Tar-Chip	2.55	18
EAGLE CIR	50	Asphalt	0.04	20
EAGLE CT	50	Tar-Chip	0.06	18

EAGLE LN	50	Asphalt	0.27	20
EARL JONES RD	40	Tar-Chip	1.67	20
EAST LN	40	Asphalt	0.21	16
EAST PL	50	Tar-Chip	0.03	18
EASTLAND CEMETERY RD	30	Tar-Chip	0.30	12
EASTLAND RD	65	Tar-Chip	0.49	26
EASTON CIR	50	Tar-Chip	0.04	16
EASTON CT	50	Tar-Chip	0.10	18
ED HOUSTON RD	30	Tar-Chip	0.25	12
EDDINGTON RD	24	Tar-Chip	0.16	12
EDGEMERE DR	50	Tar-Chip	0.18	20
EDINBURGH TER	50	Tar-Chip	0.02	20
EDWARDS LN	12	Tar-Chip	0.19	10
EDWARDS RD	24	Asphalt	0.25	12
ELDRIDGE LOOP	40	Tar-Chip	2.00	18
ELI FORD RD	34	Tar-Chip	0.64	18
ELK DR	50	Tar-Chip	0.13	10
ELMORE CEMETERY RD	24	Tar-Chip	1.85	10
EMERALD PL	60	Tar-Chip	0.06	20
END PL	60	Tar-Chip	0.06	20
ENGLAND LOOP	30	Gravel	0.31	16
ENGLAND RD	40	Tar-Chip	0.70	16
ERIN RD	60	Tar-Chip	0.33	10
ERNEST NEAL RD	40	Tar-Chip	1.55	14
EROH RD	36	Tar-Chip	1.20	14
ESSEX LN	50	Tar-Chip	0.14	18
ESTATE DR	60	Asphalt	0.22	20
ESTATE LN	60	Asphalt	0.18	20
ESTATE LOOP TRL	60	Asphalt	1.14	20
ESTATE WAY	60	Asphalt	0.06	20
ESTATES LAKE DR	20	Asphalt	0.44	20
EUGENE CT	50	Asphalt	0.21	16
EUREKA DR	36	Tar-Chip	0.33	12
EVANS ST	50	Asphalt	0.14	20
EWA DR	50	Tar-Chip	0.35	18
EWA LOOP	50	Tar-Chip	0.06	20
EXETER DR	50	Tar-Chip	0.07	18
EXPERIMENT STATION RD	40	Tar-Chip	0.48	16
FAIR OAKS RD	60	Tar-Chip	0.40	16
FAIRFIELD BLVD	100	Asphalt	0.26	38
FAIRHAVEN DR	50	Tar-Chip	0.33	18
FAIRVIEW CT	34	Gravel	0.10	10
FAIRVIEW DR	50	Tar-Chip	0.72	18
FAIRVIEW LOOP	50	Asphalt	0.20	12
FAIRVIEW RD	50	Tar-Chip	1.39	18
FAIRWAY CT	60	Asphalt	0.05	20
FAIRWAY DR	50	Asphalt	0.31	20
FAIRWAY ST	40	Tar-Chip	0.43	16
FALL CREEK RD	30	Tar-Chip	2.01	14
FALLINGBROOK DR	50	Asphalt	0.15	16
FALLOFF PL	50	Tar-Chip	0.07	16
FALLS PL	50	Tar-Chip	0.07	18
FALLS RD	50	Tar-Chip	2.06	18
FARMER RD	30	Tar-Chip	0.21	10
FARRINGTON RD	50	Tar-Chip	0.15	20

FARRINGTON WAY	50	Asphalt	0.13	20
FELIX CT	50	Tar-Chip	0.14	20
FENCE LN	30	Tar-Chip	0.25	10
FERN PL	60	Tar-Chip	0.06	20
FERRY BEND TRL	50	Asphalt	0.53	20
FIELDS RD	30	Tar-Chip	0.70	16
FINLEY RD	60	Tar-Chip	0.45	16
FIRETOWER LN	60	Tar-Chip	0.25	20
FLAT ROCK PL	50	Tar-Chip	0.15	14
FLATHEAD CIR	50	Tar-Chip	0.23	20
FLATHEAD RD	50	Tar-Chip	0.64	18
FLATROCK RD	36	Tar-Chip	3.76	16
FLORIDA AVE	50	Tar-Chip	0.38	14
FLOSSMOOR CIR	50	Tar-Chip	0.15	14
FLOYD RD	30	Tar-Chip	0.13	10
FLYNNS COVE CEMETERY RD	10	Tar-Chip	0.30	10
FLYNNS COVE RD	34	Tar-Chip	4.63	20
FONTIS TER	50	Tar-Chip	0.02	20
FORD LN	30	Tar-Chip	0.72	10
FOREST CROSSOVER	50	Tar-Chip	0.09	18
FOREST DR	50	Asphalt	1.17	20
FOREST DR	50	Asphalt	1.17	20
FOREST DR	50	Asphalt	1.17	20
FOREST HILL CT	50	Asphalt	0.14	20
FOREST HILL DR	50	Tar-Chip	1.24	20
FOREST HILL TER	50	Asphalt	0.14	20
FOREST PARK LN	50	Tar-Chip	0.27	20
FOREST VIEW CIR	50	Tar-Chip	0.04	20
FOREST VIEW CT	50	Tar-Chip	0.07	20
FOREST VIEW DR	50	Asphalt	1.10	20
FORMAN CT	50	Tar-Chip	0.11	20
FOX CREEK RD	40	Asphalt	2.03	20
FOX DEN DR	50	Asphalt	0.81	20
FOX DEN LN	50	Tar-Chip	0.35	16
FOX FIRE RD	50	Asphalt	0.29	20
FOX RD	60	Tar-Chip	0.34	14
FOX RUN RD	50	Tar-Chip	0.24	18
FOX TRL	50	Tar-Chip	0.20	16
FOXWOOD CT	50	Tar-Chip	0.10	16
FOXWOOD DR	50	Tar-Chip	0.79	20
FRANKIE LN	40	Asphalt	0.12	16
FRANKLIN ST	50	Tar-Chip	0.24	14
FRAZIER RD	40	Tar-Chip	1.85	20
FRED BRADDOCK RD	14	Tar-Chip	0.57	14
FRED FORD RD	40	Asphalt	1.78	18
FRED TOLLETT RD	36	Tar-Chip	1.21	18
FREDONIA RD	50	Tar-Chip	1.53	18
FRIAR LN	50	Tar-Chip	0.13	18
FROST CREEK DR	0	Asphalt	0.39	20
FROST RD	40	Tar-Chip	1.83	18
FUNNEL CREEK RD	60	Tar-Chip	0.78	16
FUTRELL LN	24	Tar-Chip	0.15	10
GARFIELD CT	50	Tar-Chip	0.08	18
GARFIELD LN	50	Tar-Chip	0.06	18
GARLON PRICE RD	12	Tar-Chip	0.19	10

GARRETT RD	24	Tar-Chip	0.38	10
GARRISON RD	30	Tar-Chip	0.65	14
GATE RD	40	Tar-Chip	0.11	16
GENETTA LN	50	Tar-Chip	0.52	12
GEORGE ANNA DR	40	Tar-Chip	0.48	18
GEORGE BRANCH CT	50	Tar-Chip	0.34	20
GEORGE BRANCH DR	50	Tar-Chip	1.78	20
GEORGE SMITH RD	30	Tar-Chip	0.62	12
GERONIMO DR	60	Tar-Chip	0.13	12
GERONIMO LN	50	Tar-Chip	0.81	16
GILFORD TER	50	Tar-Chip	0.08	18
GISLORNES CIR	50	Tar-Chip	0.10	10
GLADE CREEK RD	50	Asphalt	4.04	20
GLADE PL	50	Tar-Chip	0.09	18
GLENWOOD CIR	50	Asphalt	0.62	18
GLENWOOD DR	50	Tar-Chip	0.48	18
GLORY LOOP	50	Tar-Chip	0.42	16
GLUFF AVE	50	Asphalt	0.19	10
GOLDEN CT	50	Tar-Chip	0.06	20
GOLF CLUB CROSSOVER	60	Tar-Chip	0.12	20
GOLF CLUB LN	60	Tar-Chip	0.62	20
GOLLIHER RD	40	Tar-Chip	3.38	18
GOODSTOCK RD	50	Tar-Chip	1.02	20
GORDON LOWE RD	24	Tar-Chip	0.20	12
GORDON RD	36	Tar-Chip	1.50	12
GORE RD	36	Asphalt	0.18	16
GOSS RD	30	Tar-Chip	0.32	12
GOTI CT	50	Tar-Chip	0.07	20
GOTI DR	50	Tar-Chip	0.70	20
GOTI LOOP	30	Tar-Chip	0.06	8
GRACE DR	50	Asphalt	0.07	20
GRACE HILL DR	50	Asphalt	0.91	20
GRACE LN	50	Tar-Chip	0.64	20
GRAHAM CIR	60	Tar-Chip	0.11	14
GRAHAM DR	60	Tar-Chip	0.09	12
GRANDVIEW DR	40	Asphalt	0.23	20
GRANT CIR	50	Asphalt	0.06	20
GRASSLAND RD	60	Tar-Chip	0.51	16
GRAY FOX CT	50	Tar-Chip	0.10	16
GRAY FOX DR	50	Tar-Chip	0.89	20
GRAYEAGLE DR	50	Tar-Chip	0.77	20
GREEN DR	50	Tar-Chip	0.43	18
GREEN MEADOW RD	50	Tar-Chip	0.35	18
GREEN PL	50	Tar-Chip	0.24	18
GREENBRIER LOOP	50	Tar-Chip	0.12	16
GREENDALE DR	50	Asphalt	0.14	20
GREENWOOD CIR	50	Tar-Chip	0.05	16
GREENWOOD RD	50	Tar-Chip	0.52	18
GRIEVERS CHAPEL RD	30	Tar-Chip	3.00	18
GROAT CT	50	Tar-Chip	0.19	20
GROAT DR	50	Tar-Chip	0.09	20
GROUSE CT	50	Tar-Chip	0.20	14
GROUSE TER	50	Tar-Chip	0.13	14
GUA CT	50	Tar-Chip	0.08	20
GUA DR	50	Tar-Chip	0.30	14



GUINNESS DR	60	Tar-Chip	0.15	10
HALE RD	30	Tar-Chip	0.47	12
HALFWAY RD	60	Tar-Chip	0.50	20
HALL RD	12	Tar-Chip	0.17	10
HALSTEAD DR	50	Asphalt	0.84	20
HALSTEAD LN	50	Asphalt	0.08	14
HAMBY LN	40	Asphalt	0.12	14
HAMBY RD	30	Tar-Chip	1.78	12
HAMLET DR	50	Tar-Chip	0.06	18
HAMPSHIRE LN	50	Tar-Chip	0.17	16
HAMPTON PT	50	Asphalt	0.50	20
HANNING DR	50	Asphalt	0.54	20
HAPPY TOP RD	40	Asphalt	2.75	18
HARDING RD	10	Tar-Chip	0.28	10
HARLESS WOOD RD	30	Tar-Chip	0.43	18
HARLEY CIR	50	Tar-Chip	0.42	20
HARLEY WAY	60	Tar-Chip	0.15	8
HARRELL LN	50	Tar-Chip	0.11	20
HARRIS RD	30	Tar-Chip	0.64	16
HARVILLE LN	30	Tar-Chip	0.22	16
HARVILLE RD	30	Tar-Chip	0.23	12
HASSLER LN	30	Tar-Chip	0.24	14
HASSLER RD	34	Tar-Chip	0.15	10
HATLER RD	50	Asphalt	0.82	16
HAVENRIDGE CIR	50	Tar-Chip	0.88	18
HAVENRIDGE CT	50	Tar-Chip	0.05	18
HAVENRIDGE PL	50	Tar-Chip	0.19	20
HAWES CIR	50	Tar-Chip	0.70	20
HAYES RD	30	Tar-Chip	1.33	18
HAYWOOD CT	50	Tar-Chip	0.05	18
HAZELWOOD RD	50	Tar-Chip	0.12	18
HEATHER GLEN CIR	50	Asphalt	0.04	20
HEATHER GLEN CT	50	Asphalt	0.04	20
HEATHER GLEN DR	50	Asphalt	0.24	20
HEATHER RIDGE CT	50	Asphalt	0.04	16
HEATHERHURST CIR	50	Asphalt	0.10	20
HEATHERHURST CT	50	Asphalt	0.08	20
HEATHERHURST DR	50	Asphalt	0.03	30
HEBBERTSBURG RD	100	Asphalt	10.01	20
HEDGE COTH RD	30	Tar-Chip	3.34	18
HEDGEWOOD PT	50	Tar-Chip	0.44	20
HEISKELL CT	50	Tar-Chip	0.05	20
HEMLOCK CT	50	Asphalt	0.11	20
HENLINE RD	20	Tar-Chip	0.10	10
HENRY CEMETERY RD	30	Tar-Chip	0.47	16
HENRY FARM RD	30	Tar-Chip	0.46	10
HERNANDO CIR	50	Tar-Chip	0.07	16
HERNANDO TRCE	50	Tar-Chip	0.26	10
HERSHEL TABOR RD	30	Tar-Chip	0.44	12
HERTFORD DR	50	Tar-Chip	0.03	16
HERTFORD LN	50	Tar-Chip	0.24	12
HIAWATHA DR	50	Tar-Chip	0.25	16
HICKEY LN	40	Tar-Chip	0.13	12
HICKORY COVE CT	50	Asphalt	0.02	20
HICKORY COVE LN	50	Asphalt	0.27	20

HICKORY CT	50	Asphalt	0.09	20
HICKORY GAP LN	50	Asphalt	0.30	20
HICKORY DR	40	Tar-Chip	0.29	14
HICKORY HOLLOW DR	50	Asphalt	0.23	20
HICKORY HOLLOW RD	50	Asphalt	0.46	16
HICKORY LAKE LN	50	Tar-Chip	0.27	10
HICKORY RIDGE LN	50	Asphalt	0.54	20
HICKORY VIEW LN	50	Asphalt	0.12	20
HIDDEN DR	50	Tar-Chip	0.68	20
HIDDEN HOLLOW CIR	30	Tar-Chip	0.18	12
HIDDEN HOLLOW DR	34	Tar-Chip	0.32	12
HIDDEN VALLEY DR	60	Tar-Chip	0.43	16
HIGH PL	50	Tar-Chip	0.07	18
HIGH ROCK CT	50	Tar-Chip	0.22	10
HIGH ROCK LOOP	50	Tar-Chip	1.55	20
HIGHGATE DR	50	Tar-Chip	0.24	18
HIGHLAND DR	50	Asphalt	0.80	20
HIGHLAND LN	40	Asphalt	4.25	18
HIGHLAND RD	50	Tar-Chip	0.52	16
HIGHLAND RIDGE DR	50	Tar-Chip	0.62	20
HILEAH DR	50	Asphalt	0.94	18
HILLARY LN	60	Tar-Chip	0.14	16
HILLBILLY HOLLOW RD	40	Tar-Chip	0.36	12
HILLENDALE ACRES LN	50	Tar-Chip	0.51	18
HILLENDALE DR	50	Tar-Chip	0.05	18
HILLENDALE RD	50	Asphalt	1.87	20
HILLTOP DR	50	Tar-Chip	0.16	20
HILLWOOD DR	50	Tar-Chip	0.09	20
HILTON LN	50	Tar-Chip	0.16	16
HINCH MOUNTAIN RD	30	Gravel	3.84	14
HINDS RD	20	Tar-Chip	0.29	12
HODDEN CIR	50	Tar-Chip	0.10	16
HOLLARAN LN	36	Tar-Chip	0.17	12
HOLLOW DR	30	Tar-Chip	0.42	18
HOLLOW LN	30	Tar-Chip	0.73	10
HOLLY CT	50	Tar-Chip	0.11	20
HOLLY LN	50	Tar-Chip	0.15	16
HOLOPAW LN	50	Tar-Chip	0.28	20
HOMBERG LN	50	Tar-Chip	0.24	16
HONDO CT	50	Tar-Chip	0.09	20
HONDO DR	50	Tar-Chip	0.87	16
HONDO LOOP	50	Tar-Chip	0.07	20
HOOD DR	50	Asphalt	0.17	20
HOPi DR	50	Tar-Chip	0.26	16
HORIZON DR	50	Asphalt	0.07	16
HOUSTON DR	60	Asphalt	0.25	20
HOUSTON RD	50	Asphalt	0.96	20
HOWARD SPRINGS RD	40	Asphalt	2.72	18
HOWARD TER	50	Tar-Chip	0.15	20
HUBBARD RD	40	Tar-Chip	0.52	18
HUBERT CONLEY RD	30	Tar-Chip	0.65	16
HUBO CIR	50	Tar-Chip	0.10	10
HUCKLEBERRY LN	44	Asphalt	0.67	16
HUCKLEBERRY LN	44	Asphalt	0.67	16
HUDDLESTON RD	40	Tar-Chip	0.21	16

HUMMINGBIRD DR	44	Tar-Chip	0.30	18
HUNTERS LN	40	Tar-Chip	0.87	14
HUNTERWOOD CT	50	Tar-Chip	0.25	18
HUNTERWOOD LN	50	Tar-Chip	0.15	18
HUNTINGTON DR	50	Asphalt	0.24	20
HURON DR	50	Tar-Chip	0.23	16
HURSTWOOD CT	50	Tar-Chip	0.07	20
HURSTWOOD LN	50	Tar-Chip	0.27	20
HUTOHA DR	50	Asphalt	0.69	20
HYDER LOOP	60	Tar-Chip	2.14	18
HYDER RIDGE RD	30	Tar-Chip	0.55	16
IKE BURGESS RD	26	Tar-Chip	0.32	14
IMPA DR	50	Tar-Chip	0.27	20
INDIAN ROCK LOOP	50	Tar-Chip	0.14	10
INDIAN TRL	60	Tar-Chip	0.40	20
INTERSTATE LN	40	Tar-Chip	0.54	16
INWOOD CT	50	Tar-Chip	0.04	20
INWOOD DR	50	Tar-Chip	0.20	20
INWOOD TER	50	Tar-Chip	0.11	20
IOWA DR	50	Tar-Chip	0.55	16
IRISH LN	60	Tar-Chip	0.10	10
IRON WOOD CIR	60	Tar-Chip	0.70	20
IRON WOOD CT	60	Tar-Chip	0.06	20
IROQUOIS LN	50	Tar-Chip	0.24	12
ISABELA LN	50	Asphalt	0.27	20
ITHACA LN	50	Tar-Chip	0.14	18
IUKA CT	50	Tar-Chip	0.03	20
IUKA LN	50	Tar-Chip	0.26	20
IVEY RD	24	Tar-Chip	0.59	12
IVY BROOK LN	50	Tar-Chip	0.76	18
IVY BROOK LOOP	50	Tar-Chip	0.03	12
IVY LN	50	Tar-Chip	0.10	18
IVYDALE LN	50	Tar-Chip	0.27	20
JACK TOLLETT RD	20	Tar-Chip	0.34	12
JACKIE DR	20	Tar-Chip	0.19	14
JADA DR	40	Asphalt	0.40	20
JAKE WALLACE RD	30	Tar-Chip	0.29	10
JANA DR	50	Tar-Chip	0.04	16
JASPER DR	50	Asphalt	0.38	20
JEFFERSON ST	50	Asphalt	0.36	22
JEFFS RD	40	Tar-Chip	0.64	14
JERRY EDMONDS RD	36	Tar-Chip	0.39	10
JEWETT RD	30	Tar-Chip	0.07	18
JIM GARRETT RD	40	Asphalt	4.12	20
JK BOWMAN LN	50	Tar-Chip	0.49	12
JOE TABOR RD	40	Tar-Chip	2.52	18
JOHN MYERS RD	36	Tar-Chip	0.79	14
JOHN Q WYATT RD	30	Tar-Chip	0.92	16
JOHN T CRAWFORD RD	30	Tar-Chip	0.20	12
JOHNSON RD	44	Tar-Chip	0.38	14
JONES RD	20	Tar-Chip	0.24	18
JONIA LN	40	Tar-Chip	0.15	12
JULIEN CT	50	Tar-Chip	0.11	18
JUMPOFF PL	50	Tar-Chip	0.24	18
JUNIOR CAMP LN	20	Tar-Chip	0.23	14

JUNIOR CAMP RD	40	Asphalt	2.71	14
JUNIPER DR	50	Tar-Chip	0.27	16
JUSTIN LN	60	Tar-Chip	0.09	16
KACHINA LN	50	Tar-Chip	0.17	16
KANAPOLIS DR	50	Tar-Chip	0.66	18
KATHERINE DR	50	Asphalt	0.60	20
KATO DR	50	Tar-Chip	0.45	20
KATO LOOP	50	Tar-Chip	0.05	20
KATTA TRCE	50	Tar-Chip	0.50	20
KAW CIR	50	Tar-Chip	0.09	12
KAW CT	50	Tar-Chip	0.20	14
KAWA CT	50	Tar-Chip	0.23	20
KAWA LN	50	Tar-Chip	0.21	20
KAWA LOOP	50	Tar-Chip	0.06	20
KEAGLE FARM RD	36	Tar-Chip	0.41	12
KEARNEY DR	50	Asphalt	0.44	20
KEATING LOOP	50	Asphalt	0.26	20
KEATO CT	50	Tar-Chip	0.03	20
KEATO DR	50	Tar-Chip	0.19	14
KEATO LN	50	Tar-Chip	0.41	20
KELLY DR	60	Tar-Chip	0.09	10
KELSIE LN	60	Tar-Chip	0.32	16
KEMAH CIR	50	Tar-Chip	0.12	20
KEMAH LN	50	Tar-Chip	0.36	20
KEMMER RD	40	Tar-Chip	2.93	18
KENILWORTH LN	50	Tar-Chip	0.04	18
KENNY CAREY RD	10	Tar-Chip	0.19	10
KENO DR	50	Tar-Chip	0.79	16
KENT CT	50	Tar-Chip	0.06	20
KENWOOD DR	50	Tar-Chip	0.19	20
KERLEY CEMETERY RD	10	Tar-Chip	0.10	10
KERRIGAN RD	40	Tar-Chip	0.56	16
KESWICK LN	50	Asphalt	0.05	20
KETA LN	50	Tar-Chip	0.19	12
KEVINS WAY	50	Asphalt	0.33	20
KEYES RD	40	Asphalt	1.94	16
KIDWELL LN	20	Tar-Chip	0.38	12
KIKI DR	50	Tar-Chip	0.28	20
KILA CT	50	Tar-Chip	0.07	20
KILA DR	50	Tar-Chip	0.35	18
KILA PL	50	Tar-Chip	0.07	20
KILBY FARM RD	30	Tar-Chip	0.37	12
KILLARY RD	60	Tar-Chip	0.45	10
KILLEARN CT	50	Asphalt	0.05	20
KIMA RD	50	Tar-Chip	0.17	20
KINDRED DR	40	Tar-Chip	0.44	10
KING ARTHUR CT	50	Tar-Chip	0.75	16
KING JOHN LN	50	Tar-Chip	0.11	20
KINGS DOWN DR	50	Tar-Chip	0.26	18
KINGS LN	50	Tar-Chip	0.09	18
KINGSBORO DR	50	Asphalt	0.84	20
KINGSBORO LN	50	Tar-Chip	0.29	18
KINGSBRIDGE LN	50	Asphalt	0.65	16
KINGSBURY CIR	50	Asphalt	0.14	16
KINGSLEY CT	50	Asphalt	0.16	16

KIOWA DR	50	Tar-Chip	0.26	16
KIRKLAND RD	20	Tar-Chip	0.27	12
KITTYANN DR	50	Asphalt	0.26	22
KLAMATH CIR	50	Tar-Chip	0.53	16
KNOB TOP	50	Tar-Chip	0.09	16
KNOLLWOOD LN	50	Tar-Chip	0.23	20
KNOTTS CT	50	Tar-Chip	0.07	20
KOLO DR	50	Tar-Chip	0.34	18
KRISTY LN	24	Tar-Chip	0.22	10
KUSA CIR	50	Tar-Chip	0.13	18
L HENRY RD	36	Tar-Chip	0.76	14
L R NEAL RD	36	Tar-Chip	0.31	14
LAFAYETTE PT	50	Tar-Chip	0.11	18
LAKE CT	50	Tar-Chip	0.10	16
LAKE DR	50	Tar-Chip	0.11	14
LAKE FOREST LN	50	Tar-Chip	0.13	16
LAKE FRANCES RD	30	Tar-Chip	0.79	12
LAKE SHORE DR	60	Tar-Chip	0.72	20
LAKERIDGE TER	50	Tar-Chip	0.04	18
LAKESHIRE DR	50	Asphalt	0.89	20
LAKESIDE CIR	50	Tar-Chip	0.07	16
LAKESIDE DR	50	Tar-Chip	0.97	18
LAKESIDE TER	50	Tar-Chip	0.04	18
LAKEVIEW DR	60	Asphalt	2.89	18
LAKEWOOD DR	50	Tar-Chip	1.21	18
LAKYN DR	50	Asphalt	0.19	12
LANCASTER DR	50	Tar-Chip	0.21	16
LANCER CT	50	Tar-Chip	0.10	14
LANCER DR	50	Tar-Chip	0.22	14
LANDFILL RD	20	Gravel	1.17	18
LANTANA DR	50	Asphalt	0.81	20
LANTANA FIRETOWER RD	30	Asphalt	0.84	18
LARSON RD	10	Tar-Chip	0.05	10
LAUREL CIR	60	Asphalt	1.42	20
LAUREL LOOP	60	Tar-Chip	1.02	20
LAUREL RD	50	Tar-Chip	0.61	18
LAURELTON CT	50	Tar-Chip	0.20	20
LAURELTON LN	50	Tar-Chip	0.16	20
LAURELWOOD LN	50	Asphalt	0.19	20
LAVENDER LN	20	Tar-Chip	0.17	12
LAWSON RD	40	Asphalt	2.05	20
LAWSONTOWN RD	36	Tar-Chip	0.50	14
LAZY PL	60	Tar-Chip	0.11	20
LEAF CIR	50	Tar-Chip	0.06	20
LEAF LN	50	Tar-Chip	0.08	20
LECHMERE DR	50	Tar-Chip	0.24	20
LECHMERE TER	50	Tar-Chip	0.03	20
LEE CIR	50	Asphalt	0.28	22
LEE DR	50	Asphalt	0.61	20
LEE LN	40	Asphalt	0.02	16
LEFFLE WEBB RD	50	Tar-Chip	2.76	18
LEGION LOOP	30	Tar-Chip	0.31	12
LEGION RD	40	Tar-Chip	0.50	16
LEISTNER DR	50	Tar-Chip	0.84	16
LEISURE LN	50	Tar-Chip	0.28	18

LELAND PRYOR RD	30	Tar-Chip	0.43	10
LEWIS RD	40	Tar-Chip	0.65	16
LEXHAM CT	50	Asphalt	0.07	20
LEYDEN CT	50	Tar-Chip	0.06	20
LEYDEN DR	50	Tar-Chip	0.07	20
LIGE RD	36	Tar-Chip	0.95	14
LIMERICK DR	60	Tar-Chip	0.48	16
LINCOLN ST	50	Asphalt	0.32	22
LINCOLNSHIRE DR	50	Tar-Chip	1.43	16
LINDEN CT	50	Asphalt	0.03	16
LINDER LOOP	40	Asphalt	1.11	18
LINDSEY KNOLL CIR	50	Asphalt	0.20	16
LINDSEY KNOLL CT	50	Asphalt	0.25	16
LINGER LAKE DR	40	Tar-Chip	0.48	14
LISA CT	50	Tar-Chip	0.09	16
LISA LN	50	Tar-Chip	0.66	18
LITTLE COVE RD	30	Tar-Chip	1.15	12
LITTLE FOX DR	50	Tar-Chip	0.12	16
LITTLE JOHN LOOP	50	Tar-Chip	0.48	16
LITTLE PL	50	Tar-Chip	0.07	18
LITTLE RANDOLPH RD	30	Tar-Chip	0.23	10
LITTLE SHOE DR	60	Tar-Chip	0.22	14
LITTLEMORE TER	50	Tar-Chip	0.02	20
LOCH LOOSA DR	50	Tar-Chip	0.50	14
LOCHMOR CT	50	Tar-Chip	0.05	16
LOCKSLEY CIR	50	Tar-Chip	0.31	14
LOLLAR DR	60	Tar-Chip	0.30	12
LOLLAR PL	50	Tar-Chip	0.06	16
LON BARNWELL RD	40	Tar-Chip	0.67	14
LONDELL CT	50	Tar-Chip	0.03	18
LONDON CT	50	Tar-Chip	0.11	18
LONE WOLF CIR	50	Tar-Chip	0.71	20
LONG DR	50	Asphalt	0.41	14
LONG PL	50	Tar-Chip	0.18	20
LONG RD	60	Tar-Chip	0.28	12
LOOPER LN	30	Tar-Chip	0.75	12
LOSHBOUGH RD	30	Tar-Chip	0.98	14
LOWE RD	36	Tar-Chip	3.58	18
LOXLEY LN	50	Asphalt	0.20	20
LOYD KNOX RD	20	Tar-Chip	0.23	8
LOYD WOODY RD	24	Tar-Chip	0.23	10
LYNCH RD	50	Tar-Chip	0.34	16
LYNHURST CIR	50	Tar-Chip	0.04	20
LYNHURST DR	50	Tar-Chip	0.85	18
LYNN DR	50	Tar-Chip	0.20	16
MADLINE CT	50	Tar-Chip	0.13	20
MALLARD CT	50	Asphalt	0.06	20
MAGNOLIA LN	50	Asphalt	0.40	20
MALLARD PT	60	Asphalt	0.09	20
MALVER DR	50	Tar-Chip	0.03	16
MALVERN RD	50	Tar-Chip	1.13	18
MANCHESTER RD	60	Tar-Chip	0.83	18
MANCIL BARNES LN	20	Tar-Chip	0.13	12
MANHATO CT	50	Tar-Chip	0.09	12
MANHATO RD	50	Tar-Chip	0.50	16

MANITOU DR	50	Tar-Chip	0.11	16
MANNING RD	30	Tar-Chip	1.53	10
MAPLE BRANCH RD	60	Tar-Chip	1.04	20
MAPLEWOOD CT	50	Asphalt	0.10	20
MARBLE LN	30	Tar-Chip	0.19	12
MARIE LN	60	Asphalt	0.43	20
MARINA RD	40	Asphalt	0.26	18
MARINERS CT	50	Tar-Chip	0.20	20
MARINERS DR	50	Tar-Chip	0.56	20
MARINERS POINT	50	Tar-Chip	0.09	20
MARION AGEE RD	20	Tar-Chip	0.20	12
MARION CIR	50	Tar-Chip	0.18	12
MARKHAM CT	50	Tar-Chip	0.03	20
MARKHAM LN	50	Tar-Chip	0.84	20
MARKHAM TER	50	Tar-Chip	0.17	20
MARLOW LN	50	Tar-Chip	0.29	12
MARMADUKE DR	60	Tar-Chip	0.27	18
MARQUETTE CT	50	Tar-Chip	0.19	20
MARQUETTE TER	50	Tar-Chip	0.10	18
MART ST	60	Tar-Chip	0.21	20
MARTIN BURGESS RD	30	Tar-Chip	0.49	14
MARTIN RD	40	Asphalt	0.76	20
MARY CARR RD	40	Tar-Chip	0.37	14
MARY LN	40	Tar-Chip	0.27	14
MAST DR	50	Tar-Chip	0.80	20
MAWILA RIDGE RD	14	Tar-Chip	0.34	14
MAYFAIR DR	24	Tar-Chip	0.22	12
MAYLAND BALLFIELD DR	40	Tar-Chip	0.73	18
MAYLAND LOOP	40	Asphalt	0.71	20
MAYLAND RD	40	Asphalt	6.18	18
MAYNARD RD	50	Tar-Chip	0.95	20
MCCAMPBELL RD	40	Asphalt	1.15	16
MCCORMACK LN	20	Tar-Chip	0.40	12
MCCORMIC RD	40	Tar-Chip	0.08	12
MCGINNIS RD	36	Tar-Chip	0.78	18
MCKINLEY LN	40	Tar-Chip	0.52	14
MCLEAN CUT	40	Tar-Chip	0.43	14
MCNEAL RD	30	Tar-Chip	1.09	12
MEADOW CREEK CT	40	Tar-Chip	0.14	12
MEADOW CREEK DR	50	Tar-Chip	0.50	18
MEADOW DR	50	Asphalt	0.14	18
MEADOW LANE RD	24	Tar-Chip	0.11	8
MEADOWLARK CIR	50	Asphalt	0.09	16
MEADOWVIEW DR	50	Asphalt	0.85	19
MEADOWVIEW LN	40	Asphalt	0.12	20
MECCA DR	60	Tar-Chip	0.30	18
MENA LN	50	Tar-Chip	0.37	20
MENASHA DR	50	Tar-Chip	0.48	20
MERIDIAN RD	60	Tar-Chip	1.53	20
MERRIMAC TRL	50	Tar-Chip	0.29	14
MICA CIR	50	Tar-Chip	0.20	16
MIDDLEBROOK PL	50	Asphalt	0.18	16
MIDWAY RD	42	Asphalt	2.93	18
MILLER CT	40	Tar-Chip	0.25	14
MILLSTONE CATE RD	40	Tar-Chip	0.58	18

MILLSTONE MTN RD	40	Tar-Chip	5.15	18
MILNOR CIR	50	Tar-Chip	0.17	20
MILNOR CT	50	Tar-Chip	0.03	20
MILNOR TER	50	Tar-Chip	0.13	20
MILO WEBB DR	40	Tar-Chip	1.56	14
MIMOSA LN	50	Asphalt	1.19	18
MINEOLA TRL	50	Tar-Chip	0.62	16
MINETTA DR	50	Tar-Chip	0.18	20
MOCCASIN LN	50	Tar-Chip	0.76	18
MOCKINGBIRD DR	50	Tar-Chip	0.45	18
MODAC CIR	50	Tar-Chip	0.16	16
MODAC DR	50	Tar-Chip	0.47	16
MOHAVE DR	50	Tar-Chip	0.83	14
MONTICELLO LN	50	Tar-Chip	0.26	18
MONTICELLO LOOP	50	Tar-Chip	0.18	16
MOONBEAM TRL	50	Tar-Chip	0.59	16
MORNING STAR DR	30	Tar-Chip	0.47	12
MORNING STAR LN	30	Tar-Chip	0.18	12
MORRIS LN	50	Tar-Chip	0.21	16
MOTTHAVEN CT	50	Tar-Chip	0.02	20
MOTTHAVEN DR	50	Tar-Chip	0.35	18
MOUNTAIN ASH DR	60	Tar-Chip	0.10	20
MOUNTAIN PRESERVE CT	50	Asphalt	0.10	20
MOUNTAIN PRESERVE PT	50	Asphalt	0.10	20
MOUNTAIN PRESERVE TRL	50	Asphalt	0.08	20
MOUNTAIN VIEW CIR	50	Tar-Chip	0.03	18
MOUNTAIN VIEW CT	50	Tar-Chip	0.37	20
MOUNTAIN VIEW DR	50	Tar-Chip	0.72	18
MOUNTAIN VIEW LN	50	Tar-Chip	0.39	16
MOUNTAIN VIEW RD	50	Tar-Chip	0.85	18
MOUNTAIN VIEW TER	50	Tar-Chip	0.05	18
MT ROOSEVELT RD	40	Gravel	1.03	14
MT VERNAL BAPT CH RD	24	Tar-Chip	0.32	12
MT VERNAL RD	34	Tar-Chip	2.07	18
MUDDY BRANCH LN	50	Tar-Chip	0.55	18
MUDDY BRANCH RD	50	Tar-Chip	0.55	14
MULBERRY CIR	50	Tar-Chip	0.06	16
MUSKOGEE LN	50	Tar-Chip	0.34	16
MUTTS RD	36	Tar-Chip	1.34	16
MYRA DR	60	Tar-Chip	0.43	20
MYRTLE AVE	50	Asphalt	0.12	20
MYRTLE CT	50	Tar-Chip	0.04	20
N LAKE FRANCES RD	30	Tar-Chip	0.46	12
N LAKE TRL	60	Tar-Chip	0.89	20
N LAUREL LOOP	60	Tar-Chip	1.00	20
N LOWE RD	50	Tar-Chip	1.44	14
N RIVER RD	60	Tar-Chip	0.13	12
N SUMMERHAVEN DR	40	Asphalt	0.25	20
N VICTOR WAY	50	Asphalt	0.21	20
NACOMA DR	50	Tar-Chip	0.32	20
NACOTE TRCE	50	Tar-Chip	0.25	14
NAMEOKI CIR	50	Tar-Chip	0.24	14
NATCHEZ TRCE	50	Tar-Chip	1.10	20
NATURES WAY	50	Tar-Chip	1.23	20
NAVAJO TRL	50	Tar-Chip	0.33	14



NEEDHAM TERRACE	50	Tar-Chip	0.09	20
NEHASANE LN	50	Tar-Chip	0.16	18
NESBIT CROSS	50	Tar-Chip	0.08	20
NEVER FAIL RD	36	Tar-Chip	2.49	16
NEW ROSS CT	60	Tar-Chip	0.05	10
NEWBERRY RD	50	Tar-Chip	0.30	10
NEWCASTLE LN	50	Tar-Chip	0.05	16
NEWCOM CT	50	Tar-Chip	0.06	18
NEWGATE RD	50	Tar-Chip	0.05	16
NEWTON LN	36	Tar-Chip	1.55	16
NEWTON RD	80	Tar-Chip	8.40	20
NICHOLS RD	50	Tar-Chip	0.72	10
NISKA DR	50	Tar-Chip	0.44	10
NOAH LN	60	Asphalt	0.37	20
NOCATEE TRCE	50	Tar-Chip	0.26	20
NORCROSS RD	50	Tar-Chip	0.57	18
NORMAN DR	40	Asphalt	0.47	20
NORRIS LN	30	Tar-Chip	0.48	10
NORTH RIDGE DR	50	asphalt	0.50	22
NORTHWOOD DR	60	Tar-Chip	0.48	16
NOTTINGHAM CIR	50	Tar-Chip	0.10	8
O CAMP DR	50	Tar-Chip	0.48	18
O STONE CIR	60	Tar-Chip	0.07	8
OAK DR	50	Asphalt	0.68	20
OAK HILL DR	60	Tar-Chip	0.65	20
OAK LEAF CIR	50	Asphalt	0.04	20
OAK PL	50	Tar-Chip	0.12	18
OAKBURN CT	50	Tar-Chip	0.11	16
OAKCREST CIR	50	Tar-Chip	0.16	20
OAKLEY DR	50	Asphalt	0.70	20
OAKLEY WAY	60	Asphalt	0.20	20
OAKMONT CT	50	Asphalt	0.15	20
OAKMONT DR	60	Asphalt	0.93	20
OAKMONT WAY	50	Asphalt	0.20	20
OB LN	50	Tar-Chip	0.10	20
OBED PT	50	Asphalt	0.39	16
OBED RIVER RD	50	Asphalt	1.42	18
OCALALA TRL	50	Tar-Chip	0.39	16
OCAN CIR	50	Tar-Chip	0.38	14
OCEOLA CIR	50	Tar-Chip	0.32	12
OJIBWA LN	50	Tar-Chip	0.18	20
OKLAHOMA CT	50	Tar-Chip	0.13	14
OKLAHOMA DR	50	Tar-Chip	0.27	18
OKLAHOMA RD	36	Tar-Chip	0.09	16
OKMULGEE LN	50	Tar-Chip	0.29	16
OLA CIR	50	Tar-Chip	0.11	14
OLD 68 LN	40	Tar-Chip	0.18	12
OLD BALDWIN RD	40	Tar-Chip	1.04	16
OLD ELMORE RD	40	Tar-Chip	2.14	18
OLD FLYNNS COVE RD	40	Tar-Chip	1.13	14
OLD GENESIS RD	50	Tar-Chip	0.74	16
OLD GORDON RD	30	Tar-Chip	0.61	12
OLD GRASSY COVE RD	40	Tar-Chip	0.85	18
OLD HWY 28	40	Tar-Chip	11.29	16
OLD HWY 68	65	Tar-Chip	0.53	12

OLD HWY 68 W	65	Asphalt	0.31	22
OLD HWY 70	50	Asphalt	3.81	20
OLD HWY 70 ACCESS RD	20	Asphalt	0.05	18
OLD HWY 70 ACCESS RD	20	Asphalt	0.02	22
OLD HWY CIR	40	Asphalt	0.19	20
OLD JAMESTOWN HWY	50	Asphalt	1.21	22
OLD KENTUCKY STOCK RD	30	Tar-Chip	0.33	14
OLD MAIL RD	40	Asphalt	0.15	14
OLD MEADOWS PL	20	Tar-Chip	0.09	10
OLD MT ZION RD	30	Tar-Chip	0.20	14
OLD PEAVINE CT	30	Tar-Chip	0.33	10
OLD PEAVINE RD	60	Asphalt	1.20	20
OLD POMONA RD	30	Asphalt	0.87	16
OLD RIDGE RD	50	Tar-Chip	0.85	16
OLD ROCKWOOD RD	40	Asphalt	0.19	20
OLD STATE HWY 1	50	Tar-Chip	0.41	18
OLD STATE RD	50	Tar-Chip	0.55	18
OLD TANNER CEMETERY RD	50	Asphalt	0.25	16
OLD US HWY 127	40	Asphalt	0.34	14
OLD WINESAP RD	12	Tar-Chip	0.19	12
OLINGER LN	60	Tar-Chip	0.24	20
OLIVER HODGE LOOP	10	Gravel	0.15	10
ONA CIR	30	Asphalt	0.07	18
ONA RD	30	Asphalt	0.79	18
ONEIDA LN	50	Tar-Chip	0.23	18
OPALOCHEE DR	50	Tar-Chip	0.32	18
OPEN MEADOW LN	50	Asphalt	0.36	18
OPEN RANGE RD	50	Asphalt	2.46	20
ORANGE CIR	50	Asphalt	0.09	14
ORANGE DR	50	Asphalt	0.09	20
ORLIE YOUNG RD	10	Tar-Chip	1.20	14
ORMES RD	40	Tar-Chip	0.90	20
OSAGE RD	50	Tar-Chip	1.38	18
OSTEGO DR	50	Tar-Chip	0.18	14
OSWEGO CIR	50	Tar-Chip	0.09	18
OSWEGO CT	50	Tar-Chip	0.08	14
OSWEGO RD	50	Tar-Chip	1.74	18
OTOMI CIR	100	Tar-Chip	0.08	10
OTOMI DR	50	Tar-Chip	0.24	20
OTTER CREEK RD	30	Tar-Chip	7.77	14
OTTER LN	50	Tar-Chip	0.25	20
OTTO WARNER RD	24	Tar-Chip	0.26	12
OTTOMA DR	50	Tar-Chip	1.10	18
OVERLOOK CIR	50	Tar-Chip	0.06	18
OVERLOOK CV	50	Tar-Chip	0.49	16
OVERLOOK DR	50	Asphalt	0.11	18
OVERLOOK LN	50	Tar-Chip	0.14	20
OVERLOOK TER	50	Tar-Chip	0.14	18
OWEGO CIR	50	Tar-Chip	0.11	18
OWL ROOST RD	40	Asphalt	2.28	12
OXFORD CIR	50	Tar-Chip	0.06	16
OZONE ACCESS RD	50	Tar-Chip	1.36	16
OZONE CEMETERY RD	40	Tar-Chip	0.09	10
OZONE LOOP	10	Tar-Chip	0.15	10
OZONE RD	40	Tar-Chip	2.60	20

OZONE SCHOOL RD	24	Tar-Chip	0.07	12
PACE AVE	50	Asphalt	0.18	12
PAGE RD	36	Tar-Chip	0.25	12
PAHOKEE LN	50	Tar-Chip	0.57	20
PAHUE DR	50	Tar-Chip	0.32	20
PALMETTO DR	50	Asphalt	0.19	20
PAMALA LN	50	Asphalt	0.17	20
PAOLA DR	50	Tar-Chip	0.40	20
PAPAGO LN	50	Tar-Chip	0.19	20
PARHAM CEMETERY RD	10	Tar-Chip	0.10	10
PARK TER	50	Tar-Chip	0.04	20
PARKER FORD RD	30	Tar-Chip	0.40	12
PARKS RD	30	Tar-Chip	0.32	8
PARKVIEW DR	60	Tar-Chip	0.25	20
PARKVIEW PL	50	Tar-Chip	0.25	18
PARKWAY CT	50	Asphalt	0.05	18
PARKWAY DR	50	Asphalt	0.30	18
PARKWAY LN	50	Asphalt	0.11	18
PARNELL RD	24	Tar-Chip	0.37	14
PARSON RIDGE RD	30	Tar-Chip	0.30	12
PAUL GENTRY RD	30	Tar-Chip	0.18	14
PAWNEE RD	50	Tar-Chip	1.38	18
PEACEPIPE BND	50	Tar-Chip	0.16	14
PEACHTREE DR	50	Asphalt	0.13	20
PEAVINE FIRETOWER RD	50	Asphalt	7.39	20
PEAVINE RD	50	Tar-Chip	3.97	20
PEEBLES RD	50	Tar-Chip	0.25	20
PEOTO LN	50	Tar-Chip	0.21	12
PEQUOT DR	50	Tar-Chip	0.17	12
PETE DIXON RD	24	Tar-Chip	0.41	12
PETER PAN AVE	40	Asphalt	0.59	18
PHIPPS RD	36	Tar-Chip	0.53	12
PICCADILLY LN	50	Tar-Chip	0.13	20
PIG PATH RD	50	Asphalt	1.86	20
PIMA DR	50	Tar-Chip	0.12	20
PIMA PL	50	Tar-Chip	0.13	16
PIN OAK LN	50	Asphalt	0.37	20
PINE BREEZE DR	50	Asphalt	0.43	18
PINE DR	50	Asphalt	0.19	18
PINE GROVE RD	40	Asphalt	0.43	16
PINE PL	50	Tar-Chip	0.05	18
PINE RIDGE CIR	36	Tar-Chip	0.95	14
PINE RIDGE RD	40	Tar-Chip	0.33	12
PINE TREE CIR	30	Tar-Chip	0.16	12
PINEHURST CT	50	Tar-Chip	0.06	20
PINERIDGE CT	50	Tar-Chip	0.30	20
PINERIDGE LOOP	50	Tar-Chip	0.78	18
PINEY CREEK RD	40	Gravel	1.15	14
PINNEY PL	50	Tar-Chip	0.13	18
PIONEER DR	12	Tar-Chip	0.13	12
PIUTE RD	50	Tar-Chip	0.24	14
PLANTATION DR	50	Asphalt	0.39	20
PLATEAU FIRE TOWER RD	30	Tar-Chip	0.53	14
PLATEAU RD	40	Asphalt	7.89	18
POCAHONTAS LN	50	Tar-Chip	0.43	18

POINT PL	50	Tar-Chip	0.21	18
POINT RD	40	Tar-Chip	1.03	16
POKE PATCH RD	30	Tar-Chip	1.51	18
POKEPATCH LN	30	Tar-Chip	0.45	18
POMEROY CT	50	Tar-Chip	0.07	14
POMEROY DR	60	Tar-Chip	1.08	18
POMO CIR	50	Tar-Chip	0.69	14
POMONA CT	50	Tar-Chip	0.28	20
POMONA RD	40	Asphalt	3.48	18
POND RD	60	Tar-Chip	0.31	20
PONDEROSA LN	60	Tar-Chip	0.33	18
PONTIAC LN	50	Tar-Chip	0.16	18
POPLAR DR	40	Tar-Chip	2.07	16
POSTON DR	50	Tar-Chip	1.31	16
POSTON PL	50	Tar-Chip	0.15	18
POTATO FARM RD	60	Asphalt	10.01	20
POTTER RD	60	Tar-Chip	1.45	16
POW CAMP RD	44	Asphalt	3.25	20
PRENTICE ST	40	Asphalt	0.70	20
PRESCOTT LN	50	Tar-Chip	0.29	18
PRESTONWOOD CIR	50	Asphalt	0.25	20
PRESTONWOOD CT	50	Asphalt	0.03	20
PRESTONWOOD DR	50	Asphalt	0.30	20
PRESTONWOOD TER	50	Asphalt	0.04	20
PRICE LOOP	40	Asphalt	1.76	18
PRIOR CIR	60	Tar-Chip	0.10	8
PROFFITT RD	30	Tar-Chip	0.13	14
PUEBLO DR	50	Tar-Chip	0.55	18
PUGH CEMETERY RD	30	Tar-Chip	0.93	20
PUGH RD	50	Asphalt	1.31	20
QUAIL PT	60	Asphalt	0.03	20
QUILL CT	50	Tar-Chip	0.06	20
RABBIT TRACK RD	40	Asphalt	0.37	16
RACCOON CIR	50	Tar-Chip	0.22	14
RACCOON CREEK RD	50	Tar-Chip	0.32	20
RACCOON DR	50	Tar-Chip	0.20	16
RACHEL RD	50	Tar-Chip	0.54	16
RADAR TOWER RD	30	Tar-Chip	2.57	10
RAINES RD	30	Tar-Chip	0.21	14
RALPH ADAMS RD	10	Tar-Chip	0.30	10
RAMEY RD	36	Tar-Chip	0.06	14
RANDOLPH RD	40	Asphalt	1.10	16
RANDY RD	50	Tar-Chip	0.58	16
RAQUET CLUB LN	60	Tar-Chip	0.24	20
RAY HODGIN RD	30	Tar-Chip	0.33	14
REBECCA DR	30	Asphalt	0.46	26
REBEL RUN	60	Tar-Chip	0.37	18
RECTOR LN	40	Asphalt	0.19	16
RECTOR RD	30	Tar-Chip	1.20	18
RED BRUSH DR	50	Asphalt	0.72	18
RED FOX CT	50	Tar-Chip	0.10	16
RED FOX DR	50	Tar-Chip	0.35	16
RED RD	60	Tar-Chip	3.36	20
RED WILLIAMS RD	40	Tar-Chip	1.47	18
REDEYE DR	50	Asphalt	0.10	20

REDMOND LN	36	Tar-Chip	0.43	10
REDWING CIR	50	Tar-Chip	0.06	20
REDWING CT	50	Tar-Chip	0.06	20
REDWING DR	50	Tar-Chip	0.93	18
REDWING LOOP	50	Tar-Chip	0.07	20
REED RD	30	Tar-Chip	0.56	20
RENA CIR	50	Tar-Chip	0.10	16
RENWICK DR	50	Tar-Chip	0.15	20
RETREAT CIR	50	Tar-Chip	0.07	10
RETREAT DR	50	Tar-Chip	0.68	10
RHEA RD	44	Tar-Chip	1.48	18
RHODENDRON CIR	50	Asphalt	0.49	18
RHONDA PL	60	Tar-Chip	0.18	20
RHONDA RD	60	Tar-Chip	0.80	20
RICHMOND CT	50	Tar-Chip	0.08	20
RICHMOND DR	50	Tar-Chip	0.04	20
RICHMOND LN	50	Tar-Chip	0.03	20
RICKIE LN	12	Tar-Chip	0.39	10
RIDGE CREST CIR	50	Tar-Chip	0.07	20
RIDGE CREST CT	50	Tar-Chip	0.09	16
RIDGE GAP RD	40	Tar-Chip	0.92	18
RIDGE LN	50	Tar-Chip	0.20	18
RIDGELAND TER	50	Tar-Chip	0.18	20
RIDGELINE DR	50	Asphalt	0.33	18
RIDGEVIEW CT	0	Asphalt	0.09	20
RIDLEY DR	50	Asphalt	0.34	18
RIVER RD	60	Tar-Chip	0.17	14
RIVERS EDGE LN	20	Tar-Chip	0.39	10
ROBBINS DR	40	Tar-Chip	0.20	14
ROBBINS RD	44	Tar-Chip	0.76	18
ROBIN CT	50	Tar-Chip	0.20	16
ROBIN HOOD CT	50	Tar-Chip	0.19	18
ROBIN HOOD DR	50	Tar-Chip	0.71	18
ROBIN HOOD LN	50	Tar-Chip	0.07	16
ROCK QUARRY RD	40	Asphalt	2.23	20
ROCKWOOD AIRPORT RD	40	Asphalt	0.25	20
ROCKY PT	50	Tar-Chip	0.14	20
ROCKY TOP PL	60	Tar-Chip	0.13	12
ROCKY TOP RD	60	Tar-Chip	0.07	12
RODGERS RD	40	Tar-Chip	1.92	18
ROGERS RD	30	Tar-Chip	0.70	14
ROLLING GREEN CIR	50	Tar-Chip	0.05	16
ROLLING GREEN CT	50	Tar-Chip	0.06	14
ROLLING GREEN DR	50	Tar-Chip	0.44	16
ROMA DR	50	Asphalt	0.50	20
ROME RD	20	Tar-Chip	0.15	10
ROSE RD	60	Tar-Chip	1.73	18
ROSEMONT CIR	50	Tar-Chip	0.10	20
ROSEWOOD DR	50	Asphalt	0.10	20
ROTHERHAM CT	50	Tar-Chip	0.11	16
ROTHERHAM DR	50	Asphalt	2.88	20
ROTHERHAM LN	50	Asphalt	0.13	20
ROUNDSTONE TER	50	Tar-Chip	0.15	20
ROY MCCOY RD	30	Tar-Chip	0.53	10
ROY TAYLOR RD	30	Tar-Chip	1.14	14

ROY WYATT RD	24	Tar-Chip	0.76	12
ROYAL CIR	50	Tar-Chip	0.20	16
ROYAL TER	50	Tar-Chip	0.17	16
RUGBY CT	50	Tar-Chip	0.14	16
RUGBY PL	50	Tar-Chip	0.23	18
RUGBY RD	50	Tar-Chip	0.64	16
RUNNING CREEK DR	50	Tar-Chip	0.63	14
RUNNYMEDE RD	50	Tar-Chip	0.32	18
RUSSELL CT	20	Tar-Chip	0.09	12
RUSSELL RD	30	Tar-Chip	0.29	12
RUSSELL RIDGE RD	40	Asphalt	1.89	18
RUSSETT LN	50	Asphalt	0.19	26
RUTGERS CIR	50	Tar-Chip	0.36	16
RUTH PL	60	Tar-Chip	0.07	20
RYAN RD	36	Tar-Chip	3.27	18
RYE WOODY RD	36	Tar-Chip	0.32	14
S CHERRY BRANCH LOOP	60	Tar-Chip	0.06	16
S COUNTRY DR	10	Tar-Chip	0.23	10
S DETOUR RD	36	Tar-Chip	0.37	16
S JIM GARRETT RD	30	Tar-Chip	0.08	14
S OLD MAIL RD	40	Asphalt	2.84	20
S STONE RD	60	Tar-Chip	0.51	18
S SUMMERHAVEN DR	50	Asphalt	0.25	20
S SYCAMORE LN	36	Tar-Chip	0.34	14
S TOWER RD	40	Tar-Chip	0.26	18
S VICTOR WAY	50	Asphalt	0.74	20
SABO RD	30	Tar-Chip	0.36	12
SAM MARSH RD	30	Tar-Chip	0.29	10
SAMPSON RD	30	Tar-Chip	0.26	12
SANDY CREEK RD	60	Tar-Chip	0.80	18
SAPONAC DR	50	Tar-Chip	0.46	16
SARAH LN	50	Asphalt	0.08	20
SARATOGA CT	50	Tar-Chip	0.04	14
SARATOGA DR	50	Tar-Chip	0.34	14
SAWMILL RD	40	Asphalt	2.55	20
SCARBOROUGH DR	60	Tar-Chip	0.09	16
SCARLETT DR	50	Asphalt	1.20	20
SCENIC PL	50	Tar-Chip	0.21	12
SCHUBERTS LN	50	Tar-Chip	0.34	12
SCOTT AVE	50	Asphalt	0.15	18
SCOTT CREEK RD	60	Asphalt	0.18	20
SEBALD CIR	50	Tar-Chip	0.10	10
SECA DR	50	Tar-Chip	0.16	20
SEMINOLE LOOP	50	Asphalt	0.37	18
SENECA CIR	50	Tar-Chip	0.21	18
SENECA CT	50	Tar-Chip	0.08	20
SENECA TRL	50	Tar-Chip	0.95	18
SEQUOIA DR	50	Tar-Chip	0.37	16
SHADBERRY DR	50	Asphalt	0.88	20
SHADOW LN	50	Tar-Chip	0.17	10
SHADOW MOUNTAIN DR	60	Asphalt	1.05	20
SHADOWMONT CT	50	Asphalt	0.15	18
SHADY LOOP	30	Tar-Chip	0.31	10
SHALAKO DR	50	Tar-Chip	0.26	18
SHAWNBURY PT	50	Asphalt	0.08	20

SHAWNEE RD	50	Tar-Chip	0.41	14
SHEFFIELD DR	50	Tar-Chip	0.27	18
SHEFFIELD LN	50	Tar-Chip	0.15	18
SHELBY RD	20	Tar-Chip	0.25	12
SHELLEY LN	50	Tar-Chip	0.33	16
SHERBURNE CT	50	Tar-Chip	0.02	20
SHERMAN DR	50	Asphalt	0.27	20
SHERWOOD CIR	50	Tar-Chip	0.17	18
SHERWOOD DR	50	Tar-Chip	0.10	10
SHIELD CIR	50	Tar-Chip	0.10	10
SHOEMAKE RD	36	Tar-Chip	1.30	12
SHORE LN	50	Tar-Chip	0.41	16
SHORT PL	50	Tar-Chip	0.05	14
SHORT RD	40	Asphalt	0.46	20
SHORT SAWMILL RD	40	Asphalt	0.26	18
SHORTY BARNES RD	30	Tar-Chip	2.51	16
SHOSHONE LOOP	50	Asphalt	0.58	18
SHUG CIR	0	Asphalt	0.38	20
SIEVER RD	50	Tar-Chip	0.90	18
SINCLAIR TER	50	Asphalt	0.13	20
SIOUX RD	50	Tar-Chip	0.89	16
SITTING BULL PT	50	Tar-Chip	0.39	14
SKYLINE CT	44	Tar-Chip	0.10	18
SKYLINE DR	44	Tar-Chip	0.39	18
SLIGO ST	60	Tar-Chip	0.73	10
SMEE RD	40	Tar-Chip	0.26	18
SMITH MOUNTAIN RD	30	Tar-Chip	8.21	14
SMITH RD	50	Tar-Chip	0.86	14
SNEAD CT	50	Tar-Chip	0.03	16
SNEAD DR	60	Asphalt	3.15	20
SNOW WHITE DR	40	Tar-Chip	0.13	14
SOUTH POND RD	28	Tar-Chip	0.16	12
SOUTHGATE LN	50	Tar-Chip	0.23	14
SOUTHWARK CT	50	Tar-Chip	0.04	18
SOUTHWOOD DR	60	Tar-Chip	0.56	16
SPEAR CIR	50	Tar-Chip	0.10	10
SPENCER LN	30	Tar-Chip	0.22	14
SPOKANE LN	50	Tar-Chip	0.18	12
SPORTSMAN CLUB RD	50	Asphalt	1.29	20
SPRING GAP RD	30	Tar-Chip	0.68	14
SPRINGDALE DR	50	Tar-Chip	0.41	18
SPRINGWATER CIR	50	Tar-Chip	0.54	16
SPRUCE DR	50	Asphalt	0.10	10
SPRUCE LOOP	50	Tar-Chip	2.78	20
SQUAVTO CIR	50	Tar-Chip	0.07	20
SQUAVTO LN	50	Tar-Chip	0.42	20
SQUAVTO LOOP	50	Tar-Chip	0.06	20
ST GEORGE DR	60	Tar-Chip	4.46	18
ST GEORGE PL	50	Tar-Chip	0.20	16
STANLEY HOOD RD	40	Asphalt	0.95	16
STANLEY ST	50	Asphalt	0.31	20
STAR DR	40	Tar-Chip	0.42	20
STAVE MILL RD	30	Tar-Chip	0.69	12
STEVE TABOR RD	20	Tar-Chip	0.28	16
STILLHOUSE PL	50	Tar-Chip	0.12	18

STILLINGTON LOOP	50	Tar-Chip	0.27	20
STONE BURKS LN	50	Asphalt	0.17	20
STONE LOOP	40	Tar-Chip	1.33	18
STONECREST AVE	50	Asphalt	0.48	20
STONECREST LOOP	50	Asphalt	1.05	20
STONEHENGE DR	100	Asphalt	3.54	38
STONEWOOD CIR	50	Tar-Chip	0.04	16
STONEWOOD CT	50	Tar-Chip	0.06	16
STONEWOOD DR	50	Tar-Chip	0.29	18
STOVER LN	17	Tar-Chip	0.35	12
STRATFORD DR	60	Tar-Chip	0.12	14
SUGARBUSH CIR	50	Tar-Chip	0.51	18
SUGARBUSH LN	50	Tar-Chip	0.17	16
SULLIVAN DR	40	Asphalt	0.41	18
SUMMERWIND CT	50	Asphalt	0.09	20
SUMMERWIND DR	50	Asphalt	1.15	20
SUNDOWN LN	50	Asphalt	0.21	20
SUNDROP LN	50	Tar-Chip	0.27	18
SUNNY ACRES DR	50	Asphalt	1.02	18
SUNSET PT	50	Tar-Chip	0.15	18
SUNSET RD	60	Tar-Chip	0.74	20
SUNSET RIDGE DR	50	Asphalt	2.41	20
SUNSHINE RD	60	Asphalt	0.08	20
SUZIE CT	60	Asphalt	0.25	20
SWAFFORD RD	40	Tar-Chip	0.82	18
SWALLOWS RD	40	Tar-Chip	0.20	16
SWAN RD	30	Tar-Chip	0.45	14
SWEET GUM DR	50	Asphalt	0.15	20
SWEETBRIAR CT	50	Tar-Chip	0.08	16
SWICEGOOD RD	34	Tar-Chip	0.89	16
SWING LOOP	30	Tar-Chip	0.37	14
SYCAMORE BND	60	Tar-Chip	0.45	20
SYCAMORE DR	50	Asphalt	0.55	20
SYLVAN DR	50	Tar-Chip	0.27	16
T PL	50	Tar-Chip	0.12	18
T RD	50	Tar-Chip	0.07	16
TABOR LOOP	40	Asphalt	4.48	18
TALAHATCHIE DR	50	Tar-Chip	0.41	14
TAMA TRCE	50	Tar-Chip	0.15	20
TANGERINE CIR	50	Asphalt	0.05	12
TANNER DR	12	Tar-Chip	0.26	12
TANNER RD	36	Tar-Chip	1.32	14
TANNER WAY	50	Asphalt	0.40	20
TAOPI LN	50	Tar-Chip	0.30	20
TATE RD	36	Tar-Chip	0.47	14
TAVISTOCK LN	50	Tar-Chip	0.14	20
TAWAS LOOP	60	Tar-Chip	0.30	16
TAWNY OAK LOOP	50	Tar-Chip	0.38	18
TAYLOR HOLLOW RD	40	Tar-Chip	0.85	14
TAYLOR RD	12	Tar-Chip	0.53	12
TAYLORS CHAPEL RD	50	Asphalt	9.51	20
TECUMSEH LN	50	Tar-Chip	0.53	12
TED DAVIS RD	48	Asphalt	2.30	20
TEKESTA RDG	50	Tar-Chip	0.52	16
TELEQUAT DR	50	Tar-Chip	0.40	16



TENNESSEE STONE RD	36	Asphalt	0.60	18
THAMES CT	50	Tar-Chip	0.38	20
THAMES TER	50	Tar-Chip	0.18	20
THE TERRACE	50	Tar-Chip	0.11	16
THISTLE CT	50	Asphalt	0.15	20
THISTLE RD.	60	Tar-Chip	0.20	20
THOMAS SPRINGS RD	50	Tar-Chip	3.51	18
THOMAS ST	60	Tar-Chip	0.28	10
THOMPSON RD	40	Tar-Chip	0.44	10
THORNHILL LN	50	Tar-Chip	0.14	20
THRUSHWOOD DR	50	Tar-Chip	0.12	18
THURMAN LN	10	Tar-Chip	0.21	10
TIA LN	50	Tar-Chip	0.11	18
TIFFANY CT	50	Asphalt	0.10	20
TIGER LILLY RD	40	Asphalt	0.30	18
TIMBER LN	30	Tar-Chip	0.20	18
TIMBERLAND RD	40	Tar-Chip	0.67	16
TIMOTHY DR	60	Tar-Chip	1.17	10
TODD RD	50	Asphalt	0.50	10
TODD TOWN RD	36	Tar-Chip	1.03	18
TOM DAVIDSON RD	30	Tar-Chip	0.15	10
TOM WELCH RD	40	Asphalt	1.28	18
TOMAH DR	50	Tar-Chip	0.15	18
TOMAHAWK DR	50	Tar-Chip	0.81	12
TONTO DR	50	Tar-Chip	0.26	20
TOPEZ DR	50	Tar-Chip	1.73	14
TOWNE CENTRE DR	50	Asphalt	0.07	20
TOWER PL	50	Tar-Chip	0.11	18
TOWER RD	50	Tar-Chip	0.33	18
TOWERING TRAIL	60	Asphalt	0.37	20
TRAFALGAR DR	50	Tar-Chip	0.18	16
TRAFALGAR LN	50	Tar-Chip	0.13	18
TRAILS END	30	Tar-Chip	0.16	14
TREMONT DR	50	Tar-Chip	0.15	20
TRENTWOOD CT	50	Tar-Chip	0.11	20
TRENTWOOD DR	50	Tar-Chip	0.54	20
TRES CIR	50	Tar-Chip	0.48	20
TRES CT	50	Tar-Chip	0.08	20
TRES LOOP	50	Tar-Chip	0.05	20
TRIPLE R LN	50	Tar-Chip	0.19	10
TROY CIR	50	Tar-Chip	0.05	10
TRUMAN SHERRILL RD	30	Tar-Chip	0.36	14
TSALA CT	50	Tar-Chip	0.07	20
TSALA DR	50	Tar-Chip	0.22	14
TULIP DR	50	Asphalt	0.34	20
TURKEY BLIND RD	40	Tar-Chip	1.95	20
TURKEY OAK RD	50	Asphalt	0.99	20
TURNER CEMETERY RD	30	Tar-Chip	0.23	12
TURNER GREENHOUSE RD	30	Tar-Chip	1.38	14
TURNER RD	50	Asphalt	1.07	20
TURTLE PT	60	Asphalt	0.02	20
TUTTLE LN	34	Asphalt	1.23	14
TWILIGHT DR	40	Asphalt	0.18	18
TWIN OAKES TER	50	Tar-Chip	0.25	20
UNO LN	50	Tar-Chip	0.39	14

UTAH TRCE	50	Tar-Chip	0.22	20
UTE LN	50	Tar-Chip	0.44	18
UTILITY DR	50	Tar-Chip	0.10	18
VALARIAN DR	50	Tar-Chip	0.43	20
VALARIAN TER	50	Tar-Chip	0.20	20
VALLEY LN	60	Asphalt	0.31	20
VALLEY VIEW RD	50	Tar-Chip	0.11	20
VANDEVER LN	60	Asphalt	0.26	22
VANDEVER RD	60	Asphalt	10.93	18
VANWINKLE CEMETERY RD	24	Gravel	0.43	8
VANWINKLE RD	12	Gravel	0.21	12
VEHO CIR	50	Tar-Chip	0.08	20
VEHO CT	50	Tar-Chip	0.12	20
VICTORIA WAY	50	Tar-Chip	0.15	20
VIEW PL	50	Tar-Chip	0.15	16
VILLAGE DR	100	Asphalt	0.42	38
VIRGIL SMITH RD	36	Tar-Chip	1.19	12
VISTA CIR	50	Asphalt	0.08	20
VOLUNTEER DR	50	Asphalt	0.13	20
W CATOOSA CANYON DR	30	Tar-Chip	0.79	10
W CRESTON RD	50	Asphalt	2.11	20
W LAKE RD	44	Tar-Chip	2.08	20
W MAIN ST	50	Asphalt	0.59	20
WABASH LN	50	Tar-Chip	0.19	14
WAHOO DR	50	Tar-Chip	0.24	12
WALDEN RIDGE CIR	50	Tar-Chip	0.07	20
WALDEN RIDGE DR	50	Tar-Chip	0.45	16
WALDEN RIDGE TER	50	Tar-Chip	0.04	20
WALKER HOLLOW DR	60	Tar-Chip	1.40	18
WALLA WALLA TRCE	50	Tar-Chip	0.33	16
WALLOP DR	50	Tar-Chip	0.28	20
WALLOP LN	60	Tar-Chip	0.85	20
WALTON CT	12	Tar-Chip	0.10	12
WALTON RD	30	Tar-Chip	0.23	14
WAMPUM DR	50	Tar-Chip	0.12	14
WAR EAGLE CIR	50	Tar-Chip	0.04	20
WAR EAGLE DR	50	Tar-Chip	0.89	16
WARCLUB DR	50	Tar-Chip	0.36	16
WARPATH DR	50	Tar-Chip	1.37	18
WARWICKSHIRE DR	50	Tar-Chip	0.05	14
WASHINGTON ST	40	Asphalt	0.47	18
WATSON RD	30	Tar-Chip	0.57	14
WATTENBARGER RD	50	Tar-Chip	0.97	16
WAUKEGAN LN	30	Gravel	0.26	12
WAUKEGAN RD	30	Gravel	0.55	14
WAUKESHA DR	60	Tar-Chip	0.13	12
WAWEKA DR	50	Tar-Chip	0.10	14
WAYFARER LN	40	Asphalt	0.25	16
WEBB LN	20	Gravel	0.44	12
WEBB LOOP	36	Tar-Chip	2.11	18
WEKETA CIR	50	Tar-Chip	0.32	20
WEKETA DR	50	Tar-Chip	0.49	18
WESSEX CT	50	Tar-Chip	0.05	18
WEST CREEK DR	30	Tar-Chip	0.39	20
WEST END RD	40	Tar-Chip	1.15	18

WEST FORK RD	50	Tar-Chip	0.27	20
WEST PL	50	Tar-Chip	0.14	18
WESTCHESTER DR	60	Asphalt	4.70	20
WESTEL LOOP	50	Asphalt	2.62	20
WESTEL RD	50	Asphalt	2.36	20
WESTMINSTER CT	50	Asphalt	0.35	20
WESTRIDGE CIR	50	Tar-Chip	0.12	20
WESTRIDGE CT	50	Tar-Chip	0.12	20
WESTWIND DR	50	Asphalt	0.20	18
WESTWOOD BLVD	50	Tar-Chip	0.25	20
WEXFORD LN	50	Asphalt	0.59	20
WHITE HORSE CIR	50	Tar-Chip	0.05	20
WHITE HORSE DR	50	Tar-Chip	0.95	18
WHITE OAK LN	30	Tar-Chip	0.53	10
WHITE OAK RD	50	Tar-Chip	1.68	14
WHITECREST DR	40	Asphalt	0.17	16
WHITEOAK DR	40	Tar-Chip	0.18	18
WHITETAIL LN	50	Tar-Chip	0.21	16
WHITSON LN	60	Asphalt	0.14	20
WHITTENBURG LN	30	Tar-Chip	0.29	12
WHITTENBURG RD	60	Tar-Chip	0.52	18
WICHITA DR	50	Tar-Chip	0.59	18
WICKHAM LN	50	Tar-Chip	0.20	16
WICKLOW DR	60	Tar-Chip	0.09	12
WIGHTMAN RD	36	Tar-Chip	0.82	14
WILBANKS RD	36	Tar-Chip	0.21	12
WILBOURN CIR	50	Tar-Chip	0.05	20
WILBOURN CT	50	Tar-Chip	0.05	20
WILBOURN DR	50	Tar-Chip	0.23	20
WILD BOAR LN	30	Tar-Chip	0.25	16
WILD LEAF CT	50	Tar-Chip	0.03	18
WILD PLUM DR	60	Asphalt	0.53	20
WILD PLUM LN	36	Asphalt	0.69	18
WILD ROSE DR	50	Asphalt	0.21	20
WILEY FORD RD	0	Asphalt	0.15	12
WILL CIR	50	Asphalt	0.07	20
WILL DR	50	Tar-Chip	0.32	18
WILL WYATT CT	60	Asphalt	0.64	22
WILL WYATT LN	36	Tar-Chip	1.44	18
WILLARD BROWN RD	30	Tar-Chip	0.40	16
WILLIAM REED RD	30	Tar-Chip	0.54	12
WILLIAMS PL	60	Tar-Chip	0.12	18
WILLIAMS RD	30	Tar-Chip	0.51	12
WILLIS HOUSTON RD	30	Tar-Chip	0.70	14
WILLOW CREEK LN	50	Asphalt	0.17	20
WILLOW LN	60	Tar-Chip	0.11	18
WILLOW PT	50	Asphalt	0.22	20
WILSHIRE HEIGHTS DR	50	Asphalt	0.38	20
WILSON CEMETERY RD	30	Tar-Chip	0.85	12
WILSON RD	30	Tar-Chip	2.36	16
WILSONS WAY	50	Tar-Chip	0.23	12
WINDING PL	60	Tar-Chip	0.06	16
WINDING WAY	50	Tar-Chip	0.34	14
WINDSOR PT	50	Tar-Chip	0.08	20
WINDSOR RD	60	Tar-Chip	0.41	20

WINDSTONE LN	50	Tar-Chip	0.07	18
WINDSWEPT DR	30	Tar-Chip	0.25	10
WINNEBAGO DR	50	Tar-Chip	0.41	20
WINNINGHAM RD	50	Tar-Chip	1.35	20
WINSLOW LN	50	Tar-Chip	0.21	18
WINTERGREEN CT	50	Tar-Chip	0.06	14
WISTARBROOK DR	20	Tar-Chip	0.51	16
WITT RD	60	Tar-Chip	0.32	16
WOLF CREEK DR	14	Gravel	1.20	14
WOOD RIDGE LN	60	Tar-Chip	0.32	8
WOOD RIDGE RD	50	Tar-Chip	0.53	16
WOODACRES DR	50	Tar-Chip	0.30	16
WOODGATE DR	60	Tar-Chip	0.49	16
WOODGATE LN	60	Tar-Chip	0.07	10
WOODLAND CT	50	Asphalt	0.04	16
WOODLAND DR	50	Tar-Chip	0.20	16
WOODLAND TER	50	Asphalt	0.16	11
WOODLANDS CIR	50	Tar-Chip	1.06	16
WOODLAWN RD	40	Asphalt	0.78	20
WOODRIDGE CIR	50	Asphalt	0.25	16
WOODS DR	50	Tar-Chip	0.24	16
WOODWIND LN	60	Tar-Chip	0.19	16
WOODY CEMETERY RD	30	Tar-Chip	0.21	14
WREN CT	50	Tar-Chip	0.03	20
WYATT LN	50	Tar-Chip	1.30	20
WYCLIFF LN	50	Tar-Chip	0.07	20
YAKAMA CT	50	Tar-Chip	0.06	20
YAKAMA DR	50	Tar-Chip	0.45	20
YATASI TRL	50	Asphalt	0.16	18
YEEHAW LN	50	Tar-Chip	0.11	14
YELLOW CLIFF CREEK RD	40	Tar-Chip	0.56	20
YELLOW CREEK RD	50	Tar-Chip	0.07	18
YELLOW KNIFE DR	50	Tar-Chip	0.33	20
YELLOWDOG DR	50	Tar-Chip	0.11	18
YORK RD	36	Tar-Chip	1.77	14
YORK ST	50	Asphalt	0.18	20
YORKSHIRE TER	50	Tar-Chip	0.05	20
YOUNGSTOWN AVE	30	Tar-Chip	0.29	12
YUCATAN CIR	50	Tar-Chip	0.05	18
YUCATAN LN	50	Tar-Chip	0.16	18
YUCHI DR	50	Tar-Chip	0.32	20
YUMA DR	50	Tar-Chip	0.12	14
YUORK CT	50	Tar-Chip	0.08	16
YUORK DR	50	Tar-Chip	0.68	16
YURCH ACCESS	50	Tar-Chip	0.03	14
YURCH DR	50	Tar-Chip	0.57	14
ZUNI LN	50	Tar-Chip	0.38	20

# **CUMBERLAND COUNTY CLERK AND MASTER** **EMPLOYEE PERSONNEL POLICY**

## **I. LEAVE POLICY**

### **1. FAMILY MEDICAL LEAVE ACT**

- A. It is the policy of the Cumberland County Clerk and Master's office to grant its employees leave in accordance with the requirements of the Family and Medical Leave Act (FMLA) and the Tennessee Maternity Leave Law.

Under the federal Family and Medical Leave Act of 1993, county employees are entitled to up to twelve (12) workweeks of unpaid leave during each 12 month period *(a rolling 12-month period measured backward from the date an employee uses FMLA leave -each time an employee takes FMLA leave, the remaining leave is the balance of the 12 weeks not used during the immediately preceding 12 month)* for

- the birth of a child, the placement of a child for adoption or foster care,
- a serious health condition of the employee that makes the employee unable to perform the functions of his or her job,
- or the serious health condition of a spouse, son, daughter or parent which requires the employee's presence.

Both male and female employees are eligible for leave in connection with the birth or placement of a child or a family illness, but special rules may apply if both husband and wife are county employees. Accrued paid leave may be substituted for unpaid FMLA leave in accordance with the county's paid leave policies. Employees may be required to use their accrued paid leave prior to taking unpaid leave under the FMLA.

Eligible employees are those who have been employed by the County for at least 12 months, and who have worked at least 1,250 hours during the 12-month period immediately before leave is requested.

Employees must provide at least thirty (30) days advance notice of the need to take FMLA leave under normal circumstances. Medical certification also may be required.

All employees may obtain a copy of the FMLA from your supervisor.

Employees returning to work from FMLA leave will be restored to the same position or one with equivalent pay and benefits. Returning employees may be required to provide a certification of fitness for duty prior to being reinstated.

The FMLA also allows eligible employees to take up to twelve (12) workweeks of job-protected leave in the applicable 12-month period for a "qualifying exigency" arising out of the active duty or call to active duty status of a spouse, son, daughter, or parent, and up to 26 workweeks of job-protected leave in a single 12-month period to care for a covered servicemember with a serious injury or illness. Advance notice is required – at least thirty (30) days for foreseeable planned medical treatment and otherwise as soon as practicable. Certification of the need for leave may be required.

It is the policy of Cumberland County to grant its employees leave in accordance with the requirements of the Family and Medical Leave Act. A copy of the FMLA Fact Sheet #28 setting out the employee's rights under the FMLA and Fact Sheet #28A setting out the employee's rights to military family leave are attached to these policies, and employees may obtain additional copies of these documents as well as additional information about the FMLA and their rights and obligations under that law from their supervisor, or by contacting HR.

Employees on approved FMLA leave for their own serious health condition are prohibited from performing another job with a separate employer with similar job duties/requirements.

In addition to the FMLA, Tennessee has a leave law for adoption, pregnancy, childbirth and nursing an infant (T.C.A. § 4-21-408) which applies to all employers who employ 100 or more full-time employees at a job site or location. The state law allows employees who have been employed for twelve (12) months to take up to four (4) months of unpaid leave for adoption, pregnancy, childbirth and nursing the infant. To be eligible for this leave, the employee must give at least three (3) months advance notice, except in cases of medical emergency. This leave will run concurrently with any leave to which the employee may be entitled under the FMLA or otherwise. Subject to certain conditions, accrued paid leave may be substituted for the unpaid leave. Employees may obtain a copy of the Tennessee leave statute by contacting HR.

**B. All other leave will be approved by the supervisor.**

#### **PROCEDURE FOR FAMILY AND MEDICAL LEAVE**

An employee of Cumberland County who is absent from work or will be absent from work for three consecutive days or more for a serious health condition must contact the HR Director. The HR Director will provide the employee with appropriate forms.

Under some circumstances, employees may take FMLA leave on an intermittent or reduced schedule basis. That means an employee may take leave in separate blocks of

time or by reducing the time he or she works each day or week for a single qualifying reason.

The following is the FMLA definition of "a serious health condition" and "period of incapacity":

- A. Serious health condition means an illness, injury, impairment, or physical or mental condition involving any of the following:
  - 1. Inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical-care facility, including any period of incapacity; or,
  - 2. Continuing treatment by a Health Care Professional (HCP) which includes:
    - a. A period of incapacity lasting more than three (3) consecutive, full calendar days, and any subsequent treatment or period of incapacity relating to the same condition that also includes:
      - i. treatment two (2) or more times by or under the supervision of a HCP (i.e., in-person visits, the first within seven (7) days and both within 30 days of the first day of incapacity); or,
      - ii. treatment on at least one occasion by a HCP (i.e., an in-person visit within seven (7) days of the first day of incapacity) with a continuing regimen of treatment (e.g. prescription medication, physical therapy).
    - b. Any period of incapacity related to pregnancy or for prenatal care. A visit to the HCP is not necessary for each absence; or
    - c. Any period of incapacity or treatment for a chronic serious health condition which continues over an extended period of time, requires periodic visits (at least twice a year) to a HCP, and may involve episodic rather than a continuing period of incapacity (e.g. asthma, diabetes, epilepsy, etc.). A visit to a HCP is not necessary for each absence; or
    - d. A period of incapacity that is permanent or long term due to a condition for which treatment may not be effective (e.g. Alzheimer's, severe stroke, or terminal stages of a disease). Only supervision by a HCP is required, rather than active treatment; or,
    - e. Any absences to receive multiple treatments, including any period of recovery therefrom, for restorative surgery after an accident or other injury; or, for a condition that would likely result in a period of incapacity of more than three (3) days if not treated.
- B. Period of incapacity means an inability to work, attend school, or perform other regular daily activities due to the serious health condition, treatment, or recovery.
- C. Absences due to pregnancy, prenatal care, or chronic conditions as specified above, fall within FMLA even if no treatment from a HCP is received, and even if the absence does not last more than three (3) consecutive, full calendar days.

### **PREGNANCY LEAVE**

Pregnancy, childbirth and related conditions will be treated the same as any other temporary medical disability with regard to leave policies. Leave is available under the

same terms and conditions as for other similar purposes. In addition to sick leave and annual leave, leave related to pregnancy and childbirth also may be available to eligible employees under the federal Family and Medical Leave Act and/or Tennessee's law governing adoption, pregnancy, childbirth and nursing.

Tennessee law requires that the following provisions be included in these personnel policies; the provisions may or may not apply, depending upon the circumstances:

T.C.A. 4-21-408. Leave for adoption, pregnancy, childbirth and infant nursing:

(a) Employees who have been employed by the same employer for at least twelve (12) consecutive months as full-time employees, as determined by the employer at the job site or location, may be absent from such employment for a period not to exceed four (4) months for adoption, pregnancy, childbirth and nursing an infant, where applicable, referred to as "leave" in this section. With regard to adoption, the four-month period shall begin at the time an employee receives custody of the child.

(b)(1) Employees who give at least three (3) months' advance notice to their employer of their anticipated date of departure for such leave, their length of leave, and their intention to return to full-time employment after leave, shall be restored to their previous or similar positions with the same status, pay, length of service credit and seniority, wherever applicable, as of the date of their leave.

(2) Employees who are prevented from giving three (3) months' advance notice because of a medical emergency that necessitates that leave begin earlier than originally anticipated shall not forfeit their rights and benefits under this section solely because of their failure to give three (3) months' advance notice.

(3) Employees who are prevented from giving three (3) months' advance notice because the notice of adoption was received less than three (3) months in advance shall not forfeit their rights and benefits under this section solely because of their failure to give three (3) month's advance notice.

(c)(1) Leave may be with or without pay at the discretion of the employer. Such leave shall not affect the employees' right to receive vacation time, sick leave, bonuses, advancement, seniority, length of service credit, benefits, plans or programs for which the employees were eligible at the date of their leave, and any other benefits or rights of their employment incident to the employees' employment position; provided, that the employer need not provide for the cost of any benefits, plans or programs during the period of such leave, unless such employer so provides for all employees on leaves of absence.

(2) If an employee's job position is so unique that the employer cannot, after reasonable efforts, fill that position temporarily, then the employer shall not be liable under this section for failure to reinstate the employee at the end of the leave period.

(3) The purpose of this section is to provide leave time to employees for adoption, pregnancy, childbirth and nursing the infant, where applicable; therefore, if an employer finds that the employee has utilized the period of leave to actively pursue other employment opportunities or if the employer finds that the employee has



worked part time or full time for another employer during the period of leave, then the employer shall not be liable under this section for failure to reinstate the employee at the end of the leave.

(4) Whenever the employer shall determine that the employee will not be reinstated at the end of the leave because the employee's position cannot be filled temporarily or because the employee has used the leave to pursue employment opportunities or to work for another employer, the employer shall so notify the employee.

(d) Nothing contained within the provisions of this section shall be construed to:

(1) Affect any bargaining agreement or company policy that provides for greater or additional benefits than those required under this section;

(2) Apply to any employer who employs fewer than one hundred (100) full-time employees on a permanent basis at the job site or location.

### **Tennessee Pregnant Workers Fairness Act**

It is the policy of Cumberland County to make reasonable accommodations for qualified individuals who have medical needs arising from pregnancy, childbirth, or related conditions unless such accommodation would impose an undue hardship.

### **IN LINE OF DUTY INJURY LEAVE**

Any employee sustaining an injury or an illness during the course and scope of his or her employment which is determined to be compensable under the provisions of the Workers' Compensation Law shall be entitled to receive in-line-of-duty injury leave. This leave shall not be counted against any accrued sick leave that the employee has accumulated. The employee is not permitted to substitute any other paid leave. Benefits that are receivable by the employee will be determined by the provisions of the Workers' Compensation Law. Employees who sustain an injury must report the injury as soon as reasonably possible to his/her supervisor/director.

## **II. WAGE AND HOUR POLICY**

- A. The workweek for employees of the Cumberland County Clerk and Master's office begins at 8:00 A.M. Monday and ends at 4:00 P.M. Friday. The salary paid to salaried employees is compensation for all hours worked by such employees up to and including 40 hours in the workweek. The actual work schedule for each employee will be arranged by the supervisor.
- B. "Overtime" is defined as time worked in excess of 40 hours in a work week. Employees shall not work overtime without first receiving the approval of their supervisor.
- C. Compensatory time may be given to those employees who work overtime as provided in the Section B.

- D. Employees are required to record their hours on the forms provided for this purpose.

### **III. DISCIPLINARY ACTION**

#### **Policy**

Regulations for the acceptable conduct of employees are necessary for the orderly operation of the county's business and for the benefit and protection of the rights and safety of all employees. Certain regulations, and others that may be established from time to time, and the procedures for disciplinary action are published to promote understanding of what is considered unacceptable conduct and to provide for consistent action in the event of violations.

#### **Workplace Search Policy**

Elected Officials/Directors/Supervisors/Managers can inspect both company property and personal items, including vehicles, bags/purses/wallets, pockets, briefcases, removable clothing, boxes, lunch bags, coolers, etc. brought onto county property and lockers or other individually assigned spaces. An employee's refusal to cooperate in a search, inspection or investigation will result in disciplinary action up to and including termination. An employee who refuses to cooperate with a search request from an Elected Official/Director/Supervisor/Manager should be immediately relieved of duty and placed on an unpaid suspension pending investigation.

#### **Reasons for Discipline**

An employee may be disciplined if any of the following charges are substantiated. The following list is not intended to cover every work situation but is an example of the types of charges that may result in appropriate disciplinary action. Cumberland County's right to discipline or dismiss employees shall not be limited to the following list.

- Reporting to work under the influence of alcohol or drugs.
- Possessing, distributing, or using alcohol or drugs on Cumberland County property during working hours.
- Giving false statements on the employment application.
- Intentionally reporting incorrect work schedules or falsifying records.
- Stealing from fellow employees, the county, or Cumberland County residents.
- Refusing to do assigned work (*insubordination*).
- Willfully destroying or abusing Cumberland County property.
- Using abusive and/or threatening language.
- Instigating or participating in a fight on Cumberland County property.
  
- Being absent from work without notifying immediate supervisor.
- Leaving work during working hours without authorization from immediate supervisor (*except during lunch period*).
- Being habitually tardy without reasonable cause as determined by the immediate supervisor.

- Being habitually absent without good cause (*when the time off is without pay*)
- Posting, removing, and/or tampering with official bulletin boards without proper authorization.
- An employee failing to report immediately to the supervisor any work-related accidents or injuries.
- A supervisor failing to notify immediately the County Mayor's Office concerning any work-related accident or injuries.
- Violating Cumberland County's Harassment Policy.
- Violating any Cumberland County policy as outlined in various sections of this manual.
- Committing a moving violation under state and/or local traffic laws or regulations while operating a county owned vehicle.
- Violating a safety rule or safety practice.

### **Definitions of Disciplinary Actions**

**Verbal Reprimand** - When an employee commits a violation of county policy, makes a minor mistake, exhibits poor judgment/attitude, etc. and the result has only minor negative consequences, the supervisor should have a meeting with the employee to reach an understanding about cause of the offense, offer assistance, and establish a plan for corrective action. The Supervisor should briefly document the verbal reprimand, signed by the employee, in the employee's file maintained by the supervisor.

**Written Reprimand** - When an employee commits a more serious violation of company policy and/or makes a mistake and the result of this action has more serious negative consequences, a written reprimand is appropriate. A supervisor should proceed to a written reprimand when a verbal reprimand fails to achieve improved behavior or when the initial offense is serious enough to warrant this action. The written reprimand documents the nature of the offense, efforts made previously to correct the problem (if applicable) and warns of the consequence of failure to correct the behavior. The Written Reprimand form is signed by the Elected Official or Department Head, a witness and the employee. A copy of the reprimand is placed in the employee's personnel file. The employee has the right to offer a written response to be attached to the reprimand in his/her personnel file.

**Suspension** – A supervisor may suspend an employee for repeated or very serious violations of Cumberland County's policies and procedures. The length of the suspension should be relevant to the nature of the offense and the employee's employment history at Cumberland County. A suspension may follow earlier disciplinary action(s) or may be used when a particular incident in and of itself is serious enough to warrant the action.

An employee may be suspended from duty without pay for disciplinary reasons or legal matters.

An employee may be suspended from duty with pay pending investigation of charges where the presence of the employee at work constitutes a hazard to the employee himself/herself, the county, the public, and/or other employees.

**Demotion** - Demotion is the re-assignment of an employee to a classification in a lower skill level of the Pay Plan.

An employee may be demoted when his/her job performance is unsatisfactory and all efforts to bring the employee's performance to a satisfactory level have failed.

An employee may be demoted for disciplinary reasons when an employee's behavior is deemed to be serious misconduct.

**Dismissal** – An employee who gives unsatisfactory service or who is guilty of any substantial violation of Cumberland County's policies and procedures shall be subject to dismissal at the will of the employer. Dismissal may be the culmination of a series of events for which disciplinary actions have been taken. Dismissal may also be the result of a single event that is serious enough to warrant immediate termination.

### **Procedure for Disciplinary Actions**

**Disciplinary Authority** – A supervisor should recommend disciplinary action that is appropriate given the severity of the employee's violation. While an employee may be given an opportunity to improve his/her job performance following a violation, the application of progressive disciplinary action is not required prior to dismissal. An employee may be dismissed immediately for a single event. This personnel policy is not intended to create an absolute framework for discipline or create specific rights for the employee guaranteeing any type of progressive disciplinary action. The Elected Official, department head or supervisor retains discretion on whether to discipline an employee and the appropriate discipline to administer depending on the circumstance.

**Written Documentation** – All disciplinary actions, except verbal reprimands, must be documented in writing on a Cumberland County Disciplinary Action form. Verbal reprimands should be documented informally as a note in the employee's file maintained by the supervisor. Disciplinary Action forms are available from the HR office. The Disciplinary Action form shall include the name of the employee subject to the action, description of the violation, statement of prior warnings, description of recommended disciplinary action, specific plan for improvement, list of assistance offered, and a statement of what further action may be necessary. The supervisor and a witness shall meet with the employee and review the information with the employee. The employee shall sign the Disciplinary Action form indicating receipt of information. The supervisor and witness shall sign the form and forward it to the HR office.

## **RESIGNATIONS**

Employees who decide to leave the county through resignation are expected to give at least two (2) weeks' notice and more if possible. Failure to give proper notice will become part of the employment record and may be noted in any reference requests. To resign a written notice should be submitted to either the immediate supervisor or department director.

## **IV. ABUSIVE CONDUCT PREVENTION POLICY**

### **Statement of Commitment, Values, and Purpose**

Cumberland County is firmly committed to a workplace free from abusive conduct as defined herein. We strive to provide high quality products and services in an atmosphere of respect, collaboration, openness, safety and equality. All employees have the right to be treated with dignity and respect. All complaints of negative and inappropriate workplace behaviors will be taken seriously and followed through to resolution. Employees who file complaints will not suffer negative consequences for reporting others for inappropriate behavior.

This policy applies to all full-time and part-time employees of Cumberland County including temporary employees. It does not apply to independent contractors, but other contract employees are included. This policy applies to any sponsored program, event or activity including, but not limited to, sponsored recreation programs and activities; and the performance by officers and employees of their employment related duties. The policy includes electronic communications by any employee.

### **Definition of Abusive Conduct**

Abusive conduct includes acts or omissions that would cause a reasonable person, based on the severity, nature, and frequency of the conduct, to believe that an employee was subject to an abusive work environment, which can include but is not limited to:

- Repeated verbal abuse in the workplace, including derogatory remarks, insults, and epithets;
- Verbal, nonverbal, or physical conduct of a threatening, intimidating, or humiliating nature in the workplace; or
- The sabotage or undermining of an employee's work performance in the workplace.

A single act generally will not constitute abusive conduct, unless such conduct is determined to be severe and egregious.

Abusive conduct does not include:

- Disciplinary procedures in accordance with adopted policies of Cumberland County

- Routine coaching and counseling, including feedback about and correction of work performance
- Reasonable work assignments, including shift, post, and overtime assignments
- Individual differences in styles of personal expression
- Passionate, loud expression with no intent to harm others
- Differences of opinion on work-related concerns
- The non-abusive exercise of managerial prerogative

### **Employer Responsibility**

Supervisors and others in positions of authority have a particular responsibility to ensure that healthy and appropriate behaviors are exhibited at all times and that complaints to the contrary are addressed in a timely manner. Supervisors will:

- provide a working environment as safe as possible by having preventative measures in place and by dealing immediately with threatening or potentially violent situations;
- provide good examples by treating all with courtesy and respect;
- ensure that all employees have access to and are aware of the abusive conduct prevention policy and explain the procedures to be followed if a complaint of inappropriate behavior at work is made; be vigilant for signs of inappropriate behaviors at work through observation and information seeking, and take action to resolve the behavior before it escalates;
- respond promptly, sensitively and confidentially to all situations where abusive behavior is observed or alleged to have occurred.

### **Employee Responsibility (*including witnesses*)**

Employees shall treat all other employees with dignity and respect. No employee shall engage in threatening, violent, intimidating or other abusive conduct or behaviors. Employees are expected to assume personal responsibility to promote fairness and equity in the workplace and report any incidents of abusive conduct in accordance with this policy.

Employees should co-operate with preventative measures introduced by supervisors and recognize that a finding of unacceptable behaviors at work will be dealt with through appropriate disciplinary procedures.

### **Retaliation**

Employees can raise concerns of abusive conduct and make complaints without fear of reprisal. Retaliation is a violation of this policy. Retaliation is any act of reprisal, interference, restraint, penalty, discrimination, intimidation, or harassment against an individual or individuals exercising rights under this policy.

### **Training for Supervisors and Employees**

All supervisors and employees subject to this Personnel Policy are required to undergo annual training on abusive conduct prevention as directed by Cumberland County. All supervisors and employees under other personnel policies are encouraged to undergo annual training on abusive conduct prevention as directed by Cumberland County. Training should identify factors that contribute to a respectful workplace, familiarize participants with responsibilities under this policy, and provide steps to address an abusive conduct incident.

## **V. NON-DISCRIMINATION AND SEXUAL HARASSMENT POLICY**

### ***1. UNLAWFUL HARASSMENT IN THE WORKPLACE***

#### **EQUAL EMPLOYMENT OPPORTUNITY POLICY/ AMERICANS WITH DISABILITIES ACT**

##### **Statement of Commitment, Values and Purpose**

It is the policy of Cumberland County to provide equal employment opportunities to all individuals regardless of race, color, religion, sex, national origin, age, genetic information, disability, status as Vietnam-era veteran or special disabled veteran, or status in any other group protected by law. This policy extends to all terms and conditions of employment including but not limited to hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

It is the policy of the Cumberland County Clerk and Master's office to maintain a respectful workforce and public service environment. Cumberland County Clerk and Master's office prohibits and will not tolerate any form of unlawful harassment by or toward any employee or official on the basis of race, color, religion, sex, national origin, age, genetic information, disability, status as a Vietnam-era veteran or special disabled veteran, or status in any other group protected by law. Any employee or official who engages in such behavior is subject to disciplinary action, up to and including termination of employment. A finding of a violation of county policy does not, however, amount to a finding of unlawful discrimination or harassment; in order to further its objective of equal employment opportunities the county may, but shall not be required to, interpret its policy more broadly than federal or state law mandates.

It is the policy of Cumberland County to make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in undue hardship.

##### **Definition of Discriminatory Behavior**

Harassment or discrimination can be verbal or physical. Harassment includes, but is not limited to, epithets, slurs, display of negative stereotypes, hostile acts and threats, and display or circulation of objects or pictures which denigrate or show

hostility toward any individual or group, including sending or receiving such material through email, mobile phones or other electronic devices, including social media on the basis of race, color, religion, sex, national origin, age, disability, genetic information, veteran status, or status in any other group protected by law.

### **Employer Responsibility**

Supervisors and others in positions of authority have a particular responsibility to ensure that healthy and appropriate behaviors are exhibited at all times and that complaints to the contrary are addressed in a timely manner. Supervisors will:

- provide a working environment as safe as possible by having preventative measures in place and by dealing immediately with reports of harassment;
- provide good examples by treating all with courtesy and respect;
- ensure that all employees have access to and are aware of the discrimination/harassment prevention policy and explain the procedures to be followed if a complaint of inappropriate behavior at work is made; be vigilant for signs of inappropriate behaviors at work through observation and information seeking, and take action to resolve the behavior before it escalates;
- respond promptly, sensitively and confidentially to all situations where harassment is observed or alleged to have occurred.

### **Employee Responsibility (*including witnesses*)**

Employees or applicants with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of the immediate supervisor or department head. Employees shall treat all other employees with dignity and respect. No employee shall engage in harassment. Employees are expected to assume personal responsibility to promote fairness and equity in the workplace and report any incidents of harassment in accordance with this policy.

Employees should co-operate with preventative measures introduced by supervisors and recognize that a finding of unacceptable behaviors at work will be dealt with through appropriate disciplinary procedures.

### **Definition of a Disability**

An individual with a disability is one who has a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or who is regarded as having such an impairment.

### **Employee Responsibility**

It is the responsibility of the employee or applicant to make known to the employer the need for an accommodation.



### **Training for Supervisors**

All supervisors subject to this Personnel Policy are required to undergo annual training on how to prevent discrimination and how to recognize a need for an accommodation based on a disability as directed by Cumberland County. All supervisors under other personnel policies are encouraged to undergo annual training on how to prevent discrimination and how to recognize a need for an accommodation based on a disability as directed by Cumberland County. Training should include applicable law information, steps on how to prevent discrimination and how to handle reports of discrimination and requests of accommodations.

### **Training for Employees**

All employees subject to this Personnel Policy are required to undergo annual training on discrimination prevention as directed by Cumberland County. All employees under other personnel policies are encouraged to undergo annual training on discrimination prevention as directed by Cumberland County. Training should include applicable law information, steps on how to prevent discrimination, what constitutes a disability, how to report suspected discrimination and how to make a request for an accommodation for disabilities.

## **VI. SEXUAL HARASSMENT POLICY**

### **Statement of Commitment, Values, and Purpose**

Cumberland County is opposed to and prohibits, without qualification, sexual harassment of its employees in the workplace. The purpose of this policy is to assure that all employees will enjoy a work environment free from intimidation, hostility, or offensive behavior by supervisors, co-workers, or visitors. All employees must respect the rights of their co-workers and shall refrain from any behavior or conduct toward any other employee that could be interpreted as sexual harassment.

### **Definition of Sexual Harassment**

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and all other unwelcome verbal or physical conduct of a sexual nature, especially where: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individuals' employment; (2) submission to or rejection of such conduct by an individual is used as the basis for decisions affecting an individual's employment; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Offenders can be employees at all levels, customers/clients and members of the same sex.

Examples of prohibited sexual harassment include, but are not limited to, offensive or unwelcome physical contact, lewd or sexually suggestive comments, texts, emails, tweets, or other forms of social media, sexual propositions, sexually-oriented teasing

or kidding, jokes of a sexual nature, or any display of sexually explicit pictures, photos, cartoons, books, magazines, greeting cards, or other objects.

### **Employer Responsibility**

Supervisors and others in positions of authority have a particular responsibility to ensure that healthy and appropriate behaviors are exhibited at all times and that complaints to the contrary are addressed in a timely manner. Supervisors will:

- provide a working environment as safe as possible by having preventative measures in place and by dealing immediately with reports of sexual harassment;
- provide good examples by treating all with courtesy and respect;
- ensure that all employees have access to and are aware of the sexual harassment prevention policy and explain the procedures to be followed if a complaint of inappropriate behavior at work is made; be vigilant for signs of inappropriate behaviors at work through observation and information seeking, and take action to resolve the behavior before it escalates;
- respond promptly, sensitively and confidentially to all situations where sexual harassment is observed or alleged to have occurred.

### **Employees Responsibility (including witnesses)**

Employees shall treat all other employees with dignity and respect. No employee shall engage in sexual harassment. Employees are expected to assume personal responsibility to promote fairness and equity in the workplace and report any incidents of sexual harassment in accordance with this policy.

Employees should co-operate with preventative measures introduced by supervisors and recognize that a finding of unacceptable behaviors at work will be dealt with through appropriate disciplinary procedures.

### **Training for Supervisors**

All supervisors subject to this Personnel Policy are required to undergo annual training on how to prevent sexual harassment as directed by Cumberland County. All supervisors under other personnel policies are encouraged to undergo annual training on how to prevent sexual harassment. Training should include applicable law information, steps on how to prevent sexual harassment and how to report and respond to reports or observations of harassment swiftly and correctly.

### **Training for Employees**

All employees subject to this Personnel Policy are required to undergo annual training on how to prevent sexual harassment as directed by Cumberland County. All employees under other personnel policies are encouraged to undergo annual training on how to prevent sexual harassment. Training should include applicable law information, steps on how to prevent sexual harassment and how to report suspected sexual harassment.

## **VII. WORKPLACE VIOLENCE POLICY**

### **Statement of Commitment, Values, and Purpose**

Cumberland County is firmly committed to the safety and well-being of its employees and visitors. To this end, Cumberland County seeks to provide and maintain a safe, healthy and secure work environment that is free from workplace violence. In addition, employees are expected to maintain a high level of productivity and efficiency.

All employees not exempted above are expected to report to work and to perform their duties in a safe and productive manner without violence or threats of violence toward any other individual. Violence, threats, or intimidation toward any other individual will not be tolerated.

Cumberland County strictly prohibits engaging in workplace violence, threats of workplace violence, or intimidation; refusing to cooperate in an investigation into allegations or suspicion that workplace violence or threats of workplace violence have or are likely to occur.

### **Definition of Workplace Violence**

Workplace violence is any physical assault or threatening behavior in the workplace. This includes, but is not necessarily limited to, any act or threat of aggression, whether physical, verbal or written, which reasonably results in fear of bodily harm; causes or is capable of causing death or bodily injury; threatens the safety of a co-worker, visitor, client or member of the general public; or damages property.

Workplace violence can include, but is not limited to physical actions (*including but not limited to hitting, pushing, shoving, kicking, touching and assault*); certain verbal actions (*including but not limited to threats, harassment, abuse and intimidation*); certain nonverbal actions (*including but not limited to threatening gestures and intimidation*); certain written communications (*including but not limited to threatening notes, e-mail and social media postings*); and other actions (*including but not limited to arson, sabotage, vandalism and stalking*).

### **Employer Responsibility**

Supervisors and others in positions of authority have a particular responsibility to ensure that healthy and appropriate behaviors are exhibited at all times and that complaints to the contrary are addressed in a timely manner. Supervisors will:

- provide a working environment as safe as possible by having preventative measures in place and by dealing immediately with reports of violence;
- provide good examples by treating all with courtesy and respect;
- ensure that all employees have access to and are aware of the workplace violence prevention policy and explain the procedures to be followed if a complaint of inappropriate behavior at work is made; be vigilant for signs of

inappropriate behaviors at work through observation and information seeking, and take action to resolve the behavior before it escalates;

- respond promptly, sensitively and confidentially to all situations where violence is observed or alleged to have occurred.

#### **Employees Responsibility (including witnesses)**

Employees shall treat all other employees with dignity and respect. No employee shall engage in workplace violence. Employees are expected to assume personal responsibility to promote fairness and equity in the workplace and report any incidents of violence in accordance with this policy.

Employees should co-operate with preventative measures introduced by supervisors and recognize that a finding of unacceptable behaviors at work will be dealt with through appropriate disciplinary procedures.

#### **Training for Supervisors and Employees**

All supervisors and employees subject to this Personnel Policy are required to undergo annual training on workplace violence prevention as directed by Cumberland County. All supervisors and employees under other personnel policies are encouraged to undergo annual training on workplace violence prevention as directed by Cumberland County.

### **VIII. COMPLAINT PROCESS FOR REPORTING ABUSIVE CONDUCT, DISCRIMINATION, HARASSMENT, SEXUAL HARASSMENT, AND WORKPLACE VIOLENCE**

- A. Discrimination, including harassment, in the workplace on the basis of race, color, religion, sex, national origin, age, disability, status as a Vietnam-era veteran or special disabled veteran, or status in any other group protected by law is illegal. If any employee believes he or she has been subjected to illegal discrimination or harassment related to employment with Cumberland County Clerk and Master, the employee should report the incident promptly to the county official.

#### **Reporting**

*Employees:* Any employee who feels he or she has been subjected to abusive conduct, discrimination, harassment to include sexual harassment or workplace violence is encouraged to report the matter verbally or in writing (*While not the preferred method of reporting, anonymous reporting is permitted. When using this method it is important to identify all individuals with knowledge of the incident/matter when reporting to allow for a more thorough investigation.*) to a supervisor including his or her supervisor, manager, appointing authority, elected official, county attorney or to the HR Director. Don't assume that your employer knows you have been subjected to the alleged misconduct. Employees should not feel obligated to report their complaints to their immediate

supervisor first before bringing the matter to the attention of one of the representatives identified above.

Any employee seeking to file a complaint should ensure the complaint consists of precise details of each incident including dates, times, locations and any witnesses. Formal complaints should be documented in writing but are not required to be in writing.

*Witnesses:* An employee who witnesses or is made aware of behavior that may satisfy the definition of abusive conduct, discrimination, harassment to include sexual harassment or workplace violence (*as defined herein*) shall report any and all incidents as set forth herein.

*Supervisors:* Supervisors must timely report known incidents involving abusive conduct, discrimination, harassment to include sexual harassment or workplace violence to the HR Director, appointing authority or investigator. Supervisors and appointing authorities are required to take reasonable steps to protect the complainant, including, but not limited to, separation of employees involved.

The person accused will be notified that an allegation has been made against him or her and informed of the investigative procedure.

### **Investigation**

Investigations shall be conducted as soon as practicable and in accordance with the policies and practices of Cumberland County. The objective of the investigation is to ascertain whether the behaviors reported occurred, and therefore will include interviewing the complainant, accused, and witnesses with direct knowledge of the alleged behaviors. All interviews will be appropriately documented. The investigation will be conducted thoroughly, objectively, with sensitivity, and with due respect for all parties. The investigator will provide a copy of the investigative report to the appointing authority for further action. All affected parties will be informed of the investigation's outcome.

### **Corrective Action**

In the event of a finding of abusive conduct, discrimination, harassment to include sexual harassment or workplace violence, the employer will take immediate and appropriate corrective action. Remedies may be determined by weighing the severity and frequency of the incidences and in accordance with existing disciplinary policies of Cumberland County.

If the individual who sexually harassed the employee is not employed by the county, the county will take corrective action to the extent possible.

Any employee who engages in conduct that violates this policy or who encourages such conduct by others will be subject to corrective action. Such corrective action may include but is not limited to participation in counseling, training, and disciplinary action up to and including termination, or changes in job duties or location.

Supervisory personnel who allow abusive conduct, discrimination, harassment to include sexual harassment or workplace violence to continue or fail to take appropriate action upon learning of such conduct will be subject to corrective action. Such corrective action may include but is not limited to participation in counseling, training, or disciplinary action up to and including termination, or changes in job duties or location.

While Cumberland County encourages all employees to raise any concern(s) under this policy and procedure, Cumberland County recognizes that intentional or malicious false allegations can have a serious effect on innocent people. Individuals falsely accusing another of violations of this policy will be disciplined in accordance with the disciplinary policy of Cumberland County.

Any employees exhibiting continuing emotional or physical effects from the incident in question should be informed of established employee assistance programs or other available resources.

When abusive conduct, discrimination, harassment to include sexual harassment or workplace violence has been confirmed, the employer will continue to keep the situation under review and may take additional corrective actions if necessary. Preventative measures may also be taken to reduce the reoccurrence of similar behavior or action.

### **Confidentiality**

To the extent permitted by law, Cumberland County will maintain the confidentiality of each party involved in a investigation, complaint or charge, provided it does not interfere with the ability to investigate the allegations or to take corrective action. However, state law may prevent the employer from maintaining confidentiality of public records. Therefore, Cumberland County cannot guarantee confidentiality.

### **Retaliation**

Employees can raise concerns of abusive conduct, discrimination, harassment to include sexual harassment or workplace violence and make complaints without fear of reprisal. Retaliation is a violation of this policy. Retaliation is any act of reprisal, interference, restraint, penalty, discrimination, intimidation, or harassment against an individual or individuals exercising rights under this policy.

## **IX. DRUG AND ALCOHOL TEST POLICY**

The unlawful manufacture, distribution, dispensation, possession, or use of controlled substances is specifically prohibited in Cumberland County's workplace. Any employee

violating this standard shall be subject to discipline up to and including discharge. As a condition of employment with Cumberland County, all employees will agree to notify the county of any criminal drug statute conviction for a violation occurring on or off county property no later than five (5) days after such conviction.

#### **Purpose**

**Safe and Productive Environment** – Cumberland County government is committed to maintaining a safe and productive work environment for its employees and to providing high quality service to its citizens. The goal of this policy is for Cumberland County employees to remain, or become and remain, drug-free. Employee safety and rehabilitation serve as the foundations of this policy.

**Drug-Free Workplace Act of 1988** – Cumberland County is governed by the Drug-Free Workplace Act of 1988 (*Pub. L. 100-690, Title V, Subtitle D*). This Act requires Cumberland County to adopt a written Alcohol and Drug Policy which governs all employees.

**Omnibus Transportation Employee Testing Act of 1991** – Cumberland County government is governed by the Omnibus Transportation Employee Testing Act of 1991 (*Pub. L. 102-143, Title V*). This Act requires regular alcohol and drug testing in the aviation, motor carrier, rail, and transit industries in the interest of public safety. In addition, the Federal Highway Administration has issued a rule in accordance with the mandates of this Act requiring alcohol and drug testing of persons required to have a Commercial Driver's License (CDL), including persons employed by federal, state and local government entities.

**Right to an Alcohol and Drug-Free Workplace** – Employees have the right to work in an alcohol and drug-free environment and to work with persons free from the effects of alcohol and/or drugs.

**Required Alcohol and Drug Tests** – Alcohol and drug testing for employees shall be in accordance with the provisions contained in Cumberland County's Alcohol and Drug Policy. Employees will be subject to the following alcohol and/or drug tests:

- Post-offer testing for job applicants
- Reasonable suspicion testing
- Assignment to a position requiring a CDL
- Return-to-duty testing
- Treatment completion and follow-up testing
- Random testing for CDL employees
- Post-accident involving company vehicles or equipment
- Random (*Sheriff's office and EMS only*)

**Communicating Alcohol and Drug Policy** – Cumberland County has adopted this written policy to ensure the fitness of employees for duty as a condition of employment and to communicate that alcohol and/or drug testing is a requirement of employment.

## **General Rules**

**Use of Alcohol and Drugs is Prohibited** – Cumberland County employees may not use or be under the influence of drugs (Marijuana, Cocaine, PCP, Methamphetamines, Codeine/Morphine, Heroin, Hydrocodone/Hydromorphone Oxycodone/Oxymorphone), narcotics, and/or any other controlled substance while at work. Alcohol is a drug and as such has no place in a drug-free workplace. Therefore, the use of alcohol while at work is prohibited by this policy. In addition, no employee may report to work under the influence of alcohol and/or drugs.

**Prescription Medication** – This policy does not prohibit the use of medicine prescribed by an employee's licensed physician. Use of prescribed medication may not exceed the prescribed dosage. Use of a prescription drug for which the employee has no prescription will be viewed as a violation of this policy.

**Possession, Distribution, Sale and/or Manufacture of Alcohol and Drugs is Prohibited** – Cumberland County prohibits employees from the possession, distribution, sale, and/or manufacture of any controlled substances on Cumberland County property.

**Inspection of Property** – All property belonging to Cumberland County is subject to inspection at any time without notice according to the provisions of Cumberland County's Workplace Search Policy.

**Consent to be Tested** – Before an alcohol and/or drug test is administered, applicants and employees will be asked to sign consent forms authorizing the test(s) and permitting release of the test results to Cumberland County officials with a need to know. Refusal to submit to an alcohol or drug test may be considered a violation of this policy and result in disciplinary action being taken against the employee.

## **Confidentiality of Test Results**

**Maintaining Alcohol and/or Drug Test Results** – Individual alcohol and/or drug test results maintained pursuant to this policy shall be considered confidential by Cumberland County and its representatives to the extent it is appropriate, feasible and permissible under applicable law.

**Access to Alcohol and/or Drug Test Results** – Alcohol and/or drug test results shall be reported to applicants and employees in as timely a manner as reasonable and be revealed only to those persons having an established need for the information.

**Consequences of Failure to Comply** – The goal of this policy is for employees to remain or to become and remain alcohol and/or drug-free. However, this policy shall not preclude disciplinary action up to and including dismissal for circumstances that occur in connection with suspected alcohol and/or drug use or a positive alcohol and/or drug test. Failure to comply with the provisions of this policy may be used as grounds for disciplinary action.



**Alternative to Disciplinary Action** – Cumberland County reserves the right to allow employees to participate in an education and/or treatment program as an alternative to or in addition to disciplinary action. If such a program is offered and accepted by the employee, then the employee must satisfactorily participate in and complete the program including follow-up care and testing as a condition of continued employment.

**Treatment** – Employees, at the discretion of the Dept. Head/Elected Official, may be referred to the county healthcare provider for treatment. Employees must use sick time if they miss work for treatment.

**Refusal to Consent** – Refusal of an applicant to sign the consent forms shall be considered refusal to submit to alcohol and/or drug testing as a condition of employment and shall result in the withdrawal of the conditional offer of employment.

**Disqualification Action** – If the result of alcohol and/or drug testing is the basis for withdrawal of the conditional offer of employment, the applicant has no right to appeal this action.

### **Testing Conditions**

**Reasonable Suspicion** – An employee may be required to submit to alcohol and/or drug testing as a condition of employment if two (2) people in the employee's supervisory chain-of-command have reasonable suspicion of alcohol and/or drug use by the employee. In the event that the employee's immediate supervisor is an Elected Official or Department Head, one person in the employee's supervisory chain-of-command is sufficient. Reasonable suspicion means an articulate belief based on specific facts and reasonable inference drawn from those facts that an employee may be under the influence of alcohol and/or drugs. Reasonable suspicion as used in this policy means a judgment made regarding the employee's behavior or evidence found or reported and may be based on, but not limited to, one or more of the following:

- An on-the-job accident or occurrence where there is injury or property damage.
- An on-the-job incident, such as, but not limited to, a medical emergency which may be attributable to alcohol and/or drug use by the employee.
- Direct observation of behavior exhibited by the employee which indicates that the employee is unable to perform the employee's job or which may pose a threat to safety or health.
- Information that the employee may be using alcohol and/or drugs or is under the influence of alcohol and/or drugs, or the employee exhibits behavior that may render the employee unable to perform the employee's job or may pose a threat to safety or health. This information must be verified by a person with the authority as denoted in this policy to determine reasonable suspicion.
- Physical on-the-job evidence of alcohol and/or drug use by the employee.
- Documented deterioration in the employee's job performance that may reasonably be attributable to alcohol and/or drug use by the employee.

- Presence of the physical symptoms of alcohol and/or drug use (e.g. *liquor on the breath, slurred speech, unsteady walk, impaired coordination, displays of violent behavior, argumentative conversation, improperly talkative, loud or uncontrolled laughter, glassy or bloodshot eyes, slow reflexes, etc.*)
- Newly discovered evidence that an employee has tampered with a previous alcohol and/or drug test.
- Arrest or conviction for an alcohol and/or drug related offense while on duty.
- The identification of an employee as the focus of a criminal investigation into illegal drug possession, use, or trafficking.

**Random** – The Sheriff may perform random drug screening on the following employees only: Patrol Officers, Investigators, Correctional Officers or any other employee who carries a firearm or operates a government vehicle at any time as part of their job requirements. The EMS Director may perform random drug screening on the following employees only: AEMT, EMT, Paramedic or any other employee who provides care to a patient or operates a government vehicle at any time as part of their job requirements. Note: These procedures represent Cumberland County's current guidelines with a developing program under evolving laws and facts and may be changed in accordance with Cumberland County's policy and state and federal law.

## **X. MISCELLANEOUS**

- A. All employees of the Cumberland County Clerk and Master's office are "at will" status employees.

## **XI. LONGEVITY PAY**

In order that employees be rewarded for their years of service to Cumberland County, each employee is eligible to receive a percentage of their annual base gross salary to be paid on the first pay period in December. The annual gross salary and years of service will be based upon employment through November 1 of that year. Longevity pay will be calculated for each individual employee according to the table below:

<u>YEARS OF SERVICE</u>	<u>LONGEVITY PERCENTAGE</u>
<1 year	.50%
1 - 4 years	1.00%
5 - 9 years	2.00%
10 - 14 years	2.50%
15 - 19 years	3.00%
20 - 25 years	3.50%
>25 years	4.00%

## **XII. PAYMENT OF MEDICAL INSURANCE PREMIUMS FOR RETIREES**

Cumberland County shall offer a voluntary retirement incentive program for full-time employees who were employed on or before July 1, 2015. Employees hired or re-hired after July 1, 2015 shall not be eligible for this benefit. The County shall pay individual medical insurance premiums for a maximum of eight (8) eligible employees who choose to retire in any one fiscal year. The medical insurance coverage for retirees shall be the same as that provided for current regular full time employees and shall continue until the retiree is eligible for Medicare benefits.

### **a) RETIREE RESPONSIBILITIES**

1. Retiree must give written notification to the Finance Department regarding intent to retire no later than March 1 of the fiscal year prior to the requested retirement year. Such notification shall be waived in the event of unexpected retirement due to health conditions or other catastrophic event.

2. Retiree must have a minimum of thirty years creditable Tennessee Consolidated Retirement System (TCRS) service with Cumberland County. Exceptions to the credible TCRS service may be made only for employees who were employed on July 1, 1985 and opted out of participation in TCRS at inception for general government employees.

3. Retiree must submit an application for continuance of insurance with TCRS retirement application at the time of retirement.

4. Retiree must comply with all eligibility requirements established by the health insurance plan for self and dependents.

### **b) CUMBERLAND COUNTY SHALL**

1. Terminate premium payment incentive to a retiree who returns to full time employment with any agency covered by TCRS.

2. Allow retiree to add, and require the retiree to pay for, eligible family plan coverage at the same rate as current regular full time employees.

3. Accept applications for this benefit in the order of the number of years of TCRS approved service until the maximum cap of eight (8) is reached. Should applicants have the same number of years' service, those with the earlier dates of submission of an application for this shall be given preference in the order of acceptance. Any applicant not granted this benefit due the maximum eight (8) cap shall be placed in a pool effective for the following year, with the date of their application remaining unchanged.

4. Guarantee those employees taking advantage of this program shall continue to receive this benefit even if the program is discontinued at a future date.

THE FOREGOING POLICIES OF CUMBERLAND COUNTY SHALL BECOME EFFECTIVE JANUARY 18, 2022.

I ACKNOWLEDGE I HAVE RECEIVED A COPY OF THIS POLICY ON THE \_\_\_\_\_ DAY OF \_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_, EMPLOYEE

Approved By:



Philip D. Burnett, Cumberland County Attorney

Date: 1/10/2022

1st District  
Chad Norris  
Sue York  
2nd District  
Kyle Davis  
Nancy J. Hyder  
3rd District  
Rebecca Stone  
Darrell Threet  
4th District  
David Gibson  
Charles Seiber  
5th District  
Jack Davis  
Terry Lowe

**CUMBERLAND COUNTY  
BOARD OF COMMISSIONERS  
2 North Main Street, Suite 203  
Crossville, Tennessee 38555**

6th District  
Joseph Sherrill  
Wendell Wilson  
7th District  
Mark Baldwin  
Jerry Cooper  
8th District  
Jim Blalock  
Deborah Holbrook  
9th District  
Colleen Mall  
John Patterson

Date: January 5, 2022

To: All County Commissioners & News Media

From: Rebecca Stone, Chairman

**AUDIT COMMITTEE MEETING NOTICE**

The Audit Committee of Cumberland County will meet **Wednesday – January 12, 2022 @ 10:00 A.M.** in the Small Courtroom of the Courthouse.

**A G E N D A**

- 1) Call to Order
- 2) Approval of Minutes
- 3) Review of FY 21-22 Audit
- 4) Other Business
- 5) Adjournment

**Committee Members:**

**Amanda Houston- Citizen Member  
Kim Tabor – Citizen Member  
Colleen Mall, County Commissioner  
Rebecca Stone, County Commissioner  
Wendell Wilson, County Commissioner**

**CUMBERLAND COUNTY  
BOARD OF COMMISSIONERS**

**2 North Main Street, Suite 203 Crossville, Tennessee 38555**

FIRST DISTRICT  
Chad Norris  
Sue Ann York  
SECOND DISTRICT  
Kyle Davis  
Nancy Hyder  
THIRD DISTRICT  
Rebecca Stone  
Darrell Threet  
FOURTH DISTRICT  
David Gibson  
Charles Seiber  
FIFTH DISTRICT  
Jack Davis  
Terry Lowe

SIXTH DISTRICT  
Joseph Sherrill  
Wendell Wilson  
SEVENTH DISTRICT  
Mark Baldwin  
Jerry Cooper  
EIGHTH DISTRICT  
Jim Blalock  
Deborah Holbrook  
NINTH DISTRICT  
Colleen Mall  
John Patterson

**Beer Board Meeting Agenda**

**DATE:** January 7, 2022

**TO:** All County Commissioners, County Mayor, County Attorney, Sheriff and News Media

**FROM:** Commissioner Charles Seiber, Chairman of the Cumberland County Beer Board

**MEETING DATE:** **The Beer Board will be conducted with Commissioners on  
Tuesday, January 18, 2022 at 5:30 o'clock P.M.**

**AGENDA**

1. Call to Order
2. Approval of Minutes: September 20, 2021 Beer Board Meeting
3. New Business:

- (1) On and Off Premises Permit  
**Bruce A. Long**  
**Long Road Café**  
**13215 Highway 70 North**  
**Crossville, TN 38571**

4. Old Business/Unfinished Business
5. Other Business
6. Adjournment

**BEER BOARD MEMBERS:**

Sue York (1<sup>st</sup>) Charles Seiber (4<sup>th</sup>) Terry Lowe (5<sup>th</sup>) Joseph Sherrill (6<sup>th</sup>) John Patterson (9<sup>th</sup>)



**MINUTES**

**Budget Committee  
Of  
Cumberland County, Tennessee**

**Meeting Held  
At the  
Courthouse Small Courtroom**

**December 7, 2021**

**Members Present:**

Terry Lowe  
Kyle Davis  
Deborah Holbrook  
Darrell Threet  
Mark Baldwin  
David Gibson  
Chad Norris  
Joe Sherrill

**Members Absent:**

Colleen Mall

**CALL TO ORDER**

Chairman Lowe called the meeting to order at 4:30 P.M. and the following business was conducted.

**APPROVAL OF MINUTES**

Commissioner Norris made a motion to approve the minutes of the November 2, 2021 meeting as presented. Commissioner Holbrook seconded the motion and it carried by voice vote.

**BUDGET AMENDMENTS  
&  
OTHER FINANCIAL MATTERS**

The following resolutions were presented to the committee for consideration:

**Resolution 12-2021-13**  
General Purpose School Fund  
Amount: \$36,701.04  
Motions: Norris  
Seconded: Holbrook  
Motion carried by voice vote.  
Vote count 8Y-0N-0A.

**Resolution 12-2021-12**

General Purpose School Fund

Amount: \$163,000.00

Motioner: Norris

Second: Holbrook

Motion carried by voice vote.

Vote count 8Y-0N-0A.

**Resolution 12-2021-10**

General Purpose School Fund

Amount: \$6,784.90

Motioner: Norris

Second: Holbrook

Motion carried by voice vote.

Vote count 8Y-0N-0A.

**Resolution 12-2021-11**

Federal Programs

Amount: \$30,576.33

Motioner: Holbrook

Second: Norris

Motion carried by voice vote.

Vote count 8Y-0N-0A.

**Resolution 12-2021-6**

Central Cafeteria Fund

Amount: \$4,000.00

Motioner: Holbrook

Second: Norris

Motion carried by voice vote.

Vote count 8Y-0N-0A.

**Resolution 12-2021-9**

Central Cafeteria Fund

Amount: \$10,695.00

Motioner: Holbrook

Second: Norris

Motion carried by voice vote.

Vote count 8Y-0N-0A.

**Resolution 12-2021-8**

Central Cafeteria Fund

Amount: \$9,256.91

Motioner: Holbrook

Second: Norris

Motion carried by voice vote.

Vote count 8Y-0N-0A.

**Resolution 12-2021-7**

Central Cafeteria Fund

Amount: \$5,814.00

Motioner: Holbrook



Seconded: Norris  
Motion carried by voice vote.  
Vote count 8Y-0N-0A.

**Resolution 12-2021-15**

Highway Fund  
Amount: \$80,000.00  
Motioner: Gibson  
Seconded: Norris  
Motion carried by voice vote.  
Vote count 8Y-0N-0A.

**Resolution 12-2021-14**

General Fund  
Animal Control  
Amount: \$72,498.00  
Motioner: Holbrook  
Seconded: Sherrill  
Motion carried by voice vote.  
Vote count 7Y-1N-0A.

**Resolution 12-2021-16**

Delinquent Tax Property  
Amount: \$50,000.00  
Motioner: Gibson  
Seconded: Sherrill  
Motion carried by voice vote.  
Vote count 8Y-0N-0A.

**FINANCIAL REPORTS**

The Finance Director presented the committee with data on Property Tax, Local Option Sales Tax, EMS Collections, Prisoner Boarding, Hotel Motel Tax, and Health & Safety Standards Board Legal Fees. Members of the Committee also received an update on fuel usage.

**OTHER BUSINESS**

There was no other business to discuss.

**ADJOURNMENT**

With no further business to discuss Commissioner Gibson made a motion to adjourn. Commissioner Norris seconded the motion and it carried by voice vote. The meeting adjourned at 5:12 P.M.